



**Enhancing people's  
lives through the  
creation of exceptional  
workplaces.**



# ibex gale is an established company with a large team of employees who have a unique blend of legal expertise and people management skills.

This expertise enables us to deliver our purpose of enhancing people's lives through the creation of exceptional workplaces.

Therefore, the commitments or brand promises we make to all clients are that we are invested in their organisation, we enable progress and positive change, and we combine professional rigour with compassion.

## ibex gale's services cover five areas:

- Workplace Investigations
- Conflict Resolution and Mediation
- Organisational Culture
- Change Projects
- Regulation and Compliance

We work for clients ranging from investment banks to the NHS.

We have an unwavering focus on quality and are one of the few investigation providers accredited to the British Standard BS:102000 which demonstrates the rigour and compliance we adhere to in all our work.

Our team includes former employment lawyers (min 5 yrs' PQE), people management professionals (min 10 yrs' experience), culture specialists, psychologists, accredited mediators, CQC regulatory experts, as well as former barristers and tribunal litigators. Many have professional qualifications and memberships such as CIPD, ILM and ABI. This wide skill set allows us to carefully match the skills in our team to the brief.

## Our promises.

### We are invested in your organisation

We will keep your organisation at the heart of what we do by investing our time and energy into understanding your culture, priorities and objectives.

### We enable progress and positive change

We will bring a "can-do attitude" by combining an innovative approach with energy and focus to generate exceptional outcomes for you.

### We combine professional rigour with compassion

We will work with absolute professionalism to the highest standards possible, whilst being empathetic, compassionate and easy to engage with.



## Our services are delivered through these five specialist areas.

We are the market leaders in workplace investigations.



We enable progressive and supportive cultures that bring out the best in people.



We manage and deliver change projects impacting your employees.



We resolve early stage conflict and dysfunctional relationships in the workplace.



We ensure you meet your regulatory obligations.



## A few words from our clients.

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*ibex gale's rates were very competitive and they demonstrated significant experience in conducting such investigations... Their work was so impressive that the Trust commissioned them for an additional extremely sensitive investigation...*

NHS, HR Director

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*At SCC we have used ibex gale a number of times for complex investigations. We found their investigators are diligent, helpful, approachable and have a wealth of experience behind them.*

*The process of using ibex gale is straight forward and has saved our organisation considerable expense in terms of time and resources to investigate complex cases.*

Surrey County Council, Simon Boyd-Smith

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“

*I appointed ibex gale to manage a large redundancy project involving over 200 staff following the relocation of our main factory and offices. They worked closely with our HR, finance and senior leadership team and understood our operational pressure points.*

*They were both professional and compassionate with our staff, many of whom have worked for us for decades. We continue to work with the team at ibex gale and I wouldn't hesitate to recommend them.*

The Bart Ingredients Company Limited,  
David Collard, CEO

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## Get in touch.

If you would like to have a confidential discussion with us about how we can support your organisation please contact us.

Email:  
[contactus@ibexgale.com](mailto:contactus@ibexgale.com)

 **ibexgale.com**

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