



change projects

**Commercially focused  
and compassionate  
change projects**



## Change Projects

Our change project team has a unique blend of employment law expertise, HR experience and project management skills. We take a holistic approach to deliver successful outcomes on time and on budget, whilst minimising the impact on people.

### Redundancy consultation and support

We support organisations planning a reduction in employee numbers following an acquisition/merger, or as part of a cost reduction, efficiency, or rationalisation programme. This may include managing and delivering consultation for multiple redundancies across different locations at different times and for different groups of employees. We can plan and deliver all aspects of this project from start to finish, drafting documentation, advising and supporting managers and engaging employees in a compassionate and robust consultation process.

### Changing terms and conditions

Changes to terms and conditions of employment to comply with a legal requirement or to implement changes to contractual requirements will often trigger obligations to provide information to employees ahead of any change and engage in a legally compliant consultation process with all those impacted. We can draft required documentation to communicate proposed changes, manage consultation obligations, and provide support with the implementation of any change.

### Transferring employees

(in and out of organisations)

A transfer of employees between businesses requires not only compliance with the relevant legislation (TUPE) but a comprehensive approach to the impact on staff and the organisation. If you are receiving employees, due diligence on employee benefits, policies, procedure and contractual entitlements will be key and successful onboarding and integration of those new employees will be fundamental to the success of the project. You may also be required to engage in a redundancy process following the transfer which will require careful management. If you are transferring employees to another organisation, legal compliance remains essential, with those transferring requiring information about the process as well as compassionate communication, and support during what can be an unsettling time. There may also be impending restructures for the staff remaining that you will need to consider. At ibex gale we can manage all aspects of this process for you.

### Strategic change projects

A change to the structure of a team, services, or ways of working will have an impact on employees and may trigger legal obligations. We can provide practical and commercial advice on the options for implementation and work with you to deliver a successful change or transition.



### Project A

ibex gale managed, led, and delivered a large scale redundancy project for a global IP and analytics organisation following an acquisition. Redundancies were undertaken on a phased basis to align with the transfer of skills and services across business locations outside of the UK. We worked closely with the external legal team, internal project team and managers, to ensure that the project was completed on time, in budget and with minimal commercial and legal risk.

### Project B

ibex gale managed a transfer of a key team of employees in the UK to an international tech sector organisation from one of its key clients. Our role included project planning and scoping, due diligence, managing TUPE compliance, all consultation meetings and working with our client and the transferor throughout the project to deliver a smooth transition of the team and services.

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## RESOURCE

# Why outsource your change project?

Most change projects require additional resource for specific periods at defined times, and such projects are often linked to other significant organisational changes which means that delivering a project, on time and on budget is essential. In addition, ensuring that support is provided to all those impacted and commercial and legal risks are minimised requires compassion,

commercial rigour, and employment law expertise. Outsourcing a change project is an opportunity for all organisations, whether due to the pace of change required or because of limited internal resource/experience, to engage a dedicated and experienced external resource to deliver a successful change project.



## What can you expect?

ibex gale can manage, support, and deliver your change project from inception to completion or at discrete stages.

For each project we will identify a change team and dedicated project lead invested in the successful completion of your change project. They will typically work either as an additional resource to an in house project team, HR team, or as an independent resource with a specified client contact. We may also work alongside external legal advisers or other stakeholders depending on the nature of the change project.

The support required for your specific change project may include:

- Project planning and scoping to include commercial considerations, budget constraints and quality assurance and areas of risk.
- Attendance at meetings with affected employees and management (in person or remote depending on requirements).
- An agreed timetable aligned to key dates and events.
- Advisory support and direction for managers engaged in consultation processes.
- Legally compliant documentation tailored to your organisations specific requirements.
- Responding to queries from impacted employees and support with related internal communications.
- Due diligence, analysis, and review of relevant employment documentation.
- Managing and supporting employee exits.
- Designing, implementing, critiquing, and implementing selection processes.

## Why ibex gale?



We know that effective planning, responsiveness, and clarity drives successful change.



We can manage the entire process from planning to implementation or at defined stages providing a smooth and legally compliant change or transition.



We understand that managing change with commercial rigour and compassion is good for an organisation's brand, culture, and business. Change projects are not just about process, compliance, and timescales. We communicate and deliver services with compassion and support for all those involved and pride ourselves on the positive feedback from both clients and those impacted



We have a proven track record of success. From global companies requiring large scale redundancy projects, to businesses requiring support at discrete stage.

# ibex gale is an established company with a large team 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 culture and people, 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
- Governance and Assurance

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, people management professionals, 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 combine professional rigour with compassion

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

### We are invested in your culture and people

We will invest our time, energy and expertise into achieving positive outcomes for your people and culture.

### We enable progress and positive change

We will bring a "can-do attitude" by combining an innovative approach with drive, commitment and focus.





## TESTIMONIALS

# We are proud of our client relationships.



*ibex gale did a wonderful job. They provided the cushion we needed and preserved our relationship with transferor. Despite the fact that ibex gale is external they understood the pain points for us.*

Head of HR – Europe  
Larsen & Toubro



*We have been incredibly impressed by the work that the ibex gale team provided on our restructure project. They recognised and responded to our organisational challenges quickly and professionally. This ensured that we were able to run a fair and responsive process for all the individuals involved, and Clarivate, and deliver the project to the timescales required.*

VP – Global HR  
Clarivate



## Get in touch

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

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