

Case Example | Reorganization, 1500 Employees, 11 countries, 6 Weeks

Humatica supported a private-equity backed professional services group to quickly re-structure its operations in Europe.

BACKGROUND & CONTEXT

- Specialized professional services business
- 1500 employees in 11 western European countries
- All highly skilled, knowledge-workers
- Three geographic regions, each with their own CEOs and independent country heads
- Large variations in application/industry focus, tools and processes between regions and countries
- Large experience curve advantage in the business

MEASURES

- Replaced three regional CEOs with a single, European CEO
- Implemented pan-European, functional organization
- Created 4 pan-European industry sector specialist sales organizations
- Established single, new European headquarters
- Consolidated non-customer facing functions: engineering, project management
- Consolidated overhead and administrative functions

RESULTS

- Successful re-organization of the company within an extremely tight schedule of just 6 weeks after initial kick-off
- Complete clarity and communication to every employee on their new reporting line and role within 6 weeks after kick-off
- No key people, managers lost during /after transition
- Significant synergies realized

HUMATICA APPROACH

- Supported formation of an international transition team
- Bi-weekly workshops with the transition team to systematically gain consensus on all major organizational and process issues relating to the re-organization
- Individual workshops with function-specific teams to work out and document customer interfaces, key person retention measures, new process interfaces, new role descriptions and management approach in the new organization
- Development and analysis of a consolidated org chart – confirmation of all new reporting lines, positions, changes – drive agreement on individual appointments
- Supported individual assessments for internal recruiting /placement purposes
- Defined synergy potential and efficiency gains
- Prepared and organized all communications including CEO letters, videos, road-show

