

People & Change

In moments of challenge, opportunity and change your people have a critical role to play. Their energy and commitment, their talent and skill enable your organisation to thrive, now and in the uncertain landscape that lies ahead.

Partner with us to engage and inspire your leaders and the people they lead to give of their best, to achieve remarkable results and to secure the future success of your organisation.

We bring expertise and a wealth of experience in designing and implementing compelling leadership, engagement and change programmes. We work in partnership with you to enhance the performance of your people, optimise the efficiency of your organisation and ensure full compliance with employment law.



Our expertise spans



Leadership Enablement

Aligning leaders and managers to drive strategy and build commitment and performance across leadership teams and throughout the organisation.



Employee Engagement and Mobilisation

Rallying the organisation around the business strategy and fostering loyalty and enthusiasm through optimised organisational communications.



Change Management and Communications

Enabling organisations and leaders to navigate change and achieve objectives during periods of transformation – from M&A and restructurings to leadership changes and new business strategies.



Learning and Development

Designing and delivering training, coaching and on-the-job learning to enhance people performance, from the C-suite and senior leaders to individuals and teams.



Organisation Design

Transforming organisation structures and operating models to deliver business strategy, optimise efficiencies and facilitate ways of working fit for the future.



Organisation Development and Culture

Design of people processes across talent and performance management and acquisition. Enhancing cultural effectiveness aligned to business goals.



People Analytics

Using workforce analytics and predictive modelling to inform people process design and anticipate priority needs. Measuring and predicting the impact of people initiatives.



Employment Law and Employee Relations

Improving and aligning HR practices to comply with latest local and international law and best practice in the context of evolving market conditions and organisational changes.

Client projects include

- Communicating the launch of a global law firm's new vision and strategy to over 3,000 employees of varying levels of seniority and buy-in, across 28 offices.
- Supporting the global reorganisation of a leading pharmaceutical company's finance division by providing communications counsel and execution support, orchestrating and announcing important changes and driving employee commitment.
- Aligning executives from acquired companies around a one-company philosophy and a unified brand strategy, providing a clearer path to integrating the company's assets as it diversifies its business and builds a foundation for growth.
- Managing communications around the integration of 20,000+ employees in a major telecoms merger.
- Supporting the achievement of business and safety priorities in the wake of heightened regulatory activity for an energy company with a disparate employee base.
- Preparing for a major technology IPO and initiating a 'PLC mindset' within an employee base of over 4,500 globally.
- Creating a learning and development initiative for an asset management firm to help maximise the value and contribution of a pivotal team with governance responsibilities.
- Enabling employees at a global manufacturer with a 45,000+ workforce in 80 countries to move to a Shared Business Services Model.
- Designing a global leadership development programme for an international specialty chemicals company, to be rolled out concurrently across multiple countries.
- Supporting an unexpected CEO transition at a global industrials company by advising private equity sponsors; developing communications strategies, messaging and all materials for the new CEO; and follow-up engagement between leaders and employees over a period of 10 months.



In November 2016 JSB Group joined FTI Consulting's People & Change practice.

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Why choose us

Deep sector knowledge, including

- Financial Services
- Technology, Media & Telecoms
- Real Estate
- Retail
- Industrials
- Energy
- Healthcare
- Life Sciences
- Professional Services

Expertise in designing and implementing people and change programmes, using proven methodologies.

Extensive experience of in-house and agency HR, Communications, Change Management and Leadership.

A global network that enables us to deliver synchronised learning and consulting internationally.

Trusted advisors – we facilitate, design and partner with clients to implement employee-facing initiatives that meet business demands.

Incisiveness and innovation – we test convention and think innovatively to deliver results.

EXPERTS WITH IMPACT

About FTI Consulting

FTI Consulting is an independent global business advisory firm dedicated to helping organisations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & regulatory, reputational and transactional. FTI Consulting professionals, located in all major business centres throughout the world, work closely with clients to anticipate, illuminate and overcome complex business challenges and opportunities.