



# **RESTRUCTURING**

## People & Transformation

Business leaders, transformation offices, communications functions and HR teams partner with us to enable change.

Drawing on our decades of experience across industries and in every major geographic market, we assess current and future situations, analyze the stakeholder impacts, and use these inputs to develop successful transformation programs.

# What we do

Our team provides comprehensive strategic communications, change management and workforce services to companies, boards of directors, lenders, creditors and buyers as they prepare for, execute, and emerge from financial and organizational restructurings.

We function as a single source for all the disciplines involved in managing through restructuring processes and handle media relations, employee and external stakeholder communications, culture evolution, labor relations and HR planning.

Some of the objectives we help clients meet in pivotal moments include:



## Preserving business continuity

Maintaining or regaining stability and control is critical in a complex, potentially disruptive situation. We understand restructuring processes, from workforce reductions and legal requirements of in-country consultation schemes to the U.S. Chapter 11 bankruptcy process.

Our teams work on the ground to support clients with internal and external communications, union and associated labor-related consultations, engagement and enablement strategies.

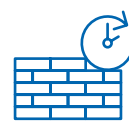
From planning to execution, we ensure clients reach all audiences and stakeholders, enabling them to stay focused on business operations.



## Protecting credibility

Trust is the key to successful outcomes with all stakeholders.

We provide communications counsel focused on preserving stakeholder support and safeguarding credibility, creating relevant narratives and enabling organizational leaders to keep their promises.



## Laying a foundation for the future

Articulating a compelling vision for the future and conveying it through clear messaging that provides transparency on restructuring plans is at the center of our work with clients.

As restructuring actions are announced, we work alongside leadership teams to define and communicate their go forward strategies and manage change.





## What people say...

*“Company growth requires us to change the way our functions operate with one another internally — can you help us?”*

*“We’ve just acquired a new business for our portfolio and need to ensure that our new workforce transitions well to our culture, purpose and values.”*

*“We are facing employment litigation that is exposing gaps in employment law knowledge and compliance — how do we reorient our culture to prevent this kind of issue happening again?”*

*“We’ve just been acquired and need to make some urgent layoffs to preserve liquidity — can you support the planning and execution of this?”*

*“We have recently listed an IPO and need to ensure our people meet the reporting challenges they must now abide by — can you engage and support this change in behavior?”*

# Meet our people



**Rachel Chesley** works with companies, boards of directors, lenders, creditors and buyers as they prepare for, execute and emerge from financial restructuring.

She frequently leads complex mandates involving international operations, litigation-related cases and/or transactions executed through a 363 sale process, using strategic planning and communications tactics to frame the client's actions within the context of its stated goals to preserve value and maintain business continuity.



**Bobby Chatterjee** is an experienced HR professional and change management consultant, facilitator and coach.

She offers extensive cross-industry knowledge and experience from a wide range of global organizations.

She has supported international restructuring in various ways, including changing organizational design to adapt roles and working patterns; acting as an extension to the client's internal team; managing functional transformation with retention of top talent; managing negotiations with trade unions; advising/coaching leaders and HR; and supporting outplacement.



**Angelo Thalassinou** partners with cross-segment teams to develop and execute multi-stakeholder communications strategies that promote business continuity and seek to maximize value in the context of in- and out-of-court restructurings.

He has over 10 years of experience in restructuring and special situations across the capital structure and in varying industries with a deep understanding of legal and financial considerations.



**Ilona Indra**, Senior Director, has 23+ years of experience in different functions and business manager roles across various industries.

In her role as global head of change management and internal communication at Henkel Adhesive Technologies, she advised and supported board members and their executive teams in several international restructuring projects, for example, the reorganization of the European manufacturing footprint covering site consolidations, transfers and closures.

Ilona is an expert for cross-functional project management, leadership excellence and employee communication in restructuring situations.



**Shannon Stucky Pritchett** serves as head of the People & Transformation practice within the Strategic Communications segment of FTI Consulting.

Based in Chicago, Shannon specializes in developing and executing communications strategies across stakeholder groups, delivering clear, consistent messages that build confidence in the organization's leadership and future.



**Farina Casselmann**, Senior Director, is an expert for change management and communications, and a certified Prosci® change manager.

She has worked on several large-scale restructuring projects for multinational companies. Farina helped her clients to guide their teams during a series of restructuring measures, including synergy programs, site closures and consolidations, while ensuring business continuity and maintaining the level of productivity and engagement.

## EXPERTS WITH IMPACT™

### About FTI Consulting

FTI Consulting is an independent global business advisory firm dedicated to helping organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & regulatory, reputational and transactional. FTI Consulting professionals, located in all major business centers throughout the world, work closely with clients to anticipate, illuminate and overcome complex business challenges and opportunities. For more information, visit [www.fticonsulting.com](http://www.fticonsulting.com) and connect with us on Twitter (@FTIConsulting), Facebook and LinkedIn.

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