



WORKFORCE AND HR

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.



EXPERTS WITH IMPACT™

FTI CONSULTING™

What we do

At FTI Consulting, we work with partners inside and outside clients to design and reshape organizations, talent strategies and employee experience to meet the demands of wider change and new and ways of working.

In a rapidly evolving environments, the organizations we serve increasingly need to resize and reshape their workforce to support the implementation of a new business model; reduce their operating costs; and maintain competitive advantage within a challenging market. We partner carefully with clients tackling these challenges, enabling HR functions and professionals, transforming workforces and transitioning staff to new ways of working to respond to rapid changes and disruption in their market.

Often, workforce transition can involve the internal transition of people to new roles within an organization, the transition of people to a different organization as a result of a corporate transaction or the transition of people out of the organization through a redundancy or redeployment process. In all cases, the process is challenging process as leaders strive to achieve a positive outcome for everyone involved.

Our approach is often involves working at an enterprise level with leaders, transformation and other professionals to enable organizational change, while focusing, aligning and coaching HR professionals to play their critical role in preparing, engaging and retaining managers, staff and talent.

Common to all our work: a well-planned and executed workforce transition approach earns the trust and confidence of retained employees and helps to protect the employer brand from unwanted negative attention.

Recent assignments include:



Identifying organizational, workforce and employee cost efficiencies to maximize business value and reduce and remove people-related costs



Building the capability and effectiveness of the HR function and HR professionals to be value-adding strategic partners within a business experiencing transformation



Organizational redesign and refresh to optimize efficiency, agility and innovation in a company built by acquisition



Re-build of the HR function for organizations to meet the needs of a new operating model



Managing challenging employee and labor relations to facilitate change

What people say...

“We switched to hybrid working in the Pandemic—now we need to figure out what the workplace needs to look in a way that is attractive to our current and future employees

“We’re seeing good people leave, and in from posts that are difficult to recruit into. How do we improve our approach to reward, recognition and career progression?”

“Without help in managing employee and labor relations, we’re worried that we’ll encounter more opposition to the changes we’re trying to introduce than we can afford”

Areas of expertise

Employee Experience and Design

Diagnosing the current state of internal employee experience and designing strategic and tactical interventions to enhance the daily work experience of targeted and generic stakeholders.

Future of Work

Measuring preparedness for the next phase of hybrid working and delivering a roadmap of tactics to enable your organization to rival early adopters and make the most of future ways of working.

Employee, labor and union relations

Working with leaders and employee representatives to support structural and contractual change—often across multiple jurisdictions

HR Operations and Capabilities

Reviewing HR responsibilities and skillsets to identify knowledge gaps; implementing effective training programs and knowledge-sharing forums to enable HRs and elevate them to the realm of strategic business partners.

Organizational Design

Using data-driven methodologies to analyze your organizational design relative to best practice and develop mechanisms, reporting lines and feedback loops to prime your organization for enhanced performance and success.

People Data and Analytics

Deploying the most up-to-date people data methodologies and analytic approaches to make data your friend, developing trainings, change programs and communications that target critical areas within your business.

Reward and Recognition

Reviewing compensation structures and recognition mechanisms to ensure your workforce feel fairly compensated for the work they do and reflects the values and culture you wish to foster.

Meet our people



Bobby Chatterjee is an HR professional and change facilitator with specialist experience in supporting clients with contentious labor issues in the US and EMEA.

Her experience in-house together with many years practice as a consultant has equipped her to step in at short notice in supporting clients through moments of operational and strategic change.



Darius Johnson guides organizations and their senior leaders to design, deliver and orchestrate transformation.

He uses his expertise in change management, communications, employee engagement, organizational capability and leadership enablement to maximize the value that organizations can extract from their change initiatives.



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

She implemented change in many of her roles, including Global Head of Change Management & Internal Communications at Henkel Adhesive Technologies. In her role as EMEA Marketing Head for the automotive business of Henkel, she co-designed and implemented a new sales and marketing strategy and operating model.

Ilona is an expert in change management, change communications and leadership enablement.

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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 and connect with us on Twitter (@FTIConsulting), Facebook and LinkedIn.

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