

Human Capital: The Critical Ingredient



Human Capital strategy development

Human Capital strategy development includes a variety of strategic work streams in the corporate domain, such as: designing an organisational structure; defining corporate culture; as well as establishing an inclusive people strategy complete with measurement and reporting functionality which supports the pillars of a business, driving value and growth. It includes other important elements such as equality and diversity, wellbeing and employer brand positioning, together with talent acquisition and management.

Grant Thornton works with organisations to understand how they are responding to, and preparing for, some of the biggest challenges of our time: AI and Automation; Diversity and Longevity; the re-shaping of work and the workplace; and how HR needs to transform to support business on that journey. This year, more than ever, the business agenda is the Human Capital agenda. People are, or should be, the greatest asset of an organisation. They are the determinant of its competitive standing in the marketplace. Our consultancy services allow you to maximise the potential of your people in a thriving cultural environment, in order to stand your business apart.

Grant Thornton has a wealth of unique, deep, industry knowledge and Human Capital expertise with which to help build and develop the necessary capability to drive sustainable value and competitive advantage.

Whether you are an SME or a global organisation, we are here to help you forge a path to achieve future proofed, value focused, Human Capital solutions which help your business to achieve competitive advantage in a rapidly changing market place.

We are here to help you analyse and realise the value of Human Capital focused strategic business transformation.

“We are here to help you analyse and realise the value of HR focused strategic business transformation.”



Culture as a KPI – How productive is your culture?

Whilst organisational culture may not feature as an asset on your balance sheet, getting it wrong can be very costly. Our culture benchmarking service allows organisations to define their own culture and to align it precisely with their strategic objectives.

We also work with organisations pre and post M&A activity to ensure a successful people focused cultural integration, reaping the synergies and benefits of a highly productive transition for shareholders and wider stakeholders alike.



Diversity and Inclusion talent solutions

Many organisations recognise that Diversity and Inclusion are integral to long term organisational success. Managers and leaders play a crucial role in architecting the future shape and health of the talent pipeline, yet they sometimes suffer from a lack of a full understanding of their staff. In particular, an appreciation of whether individuals are engaged and performing or suffering from disillusionment, even to the point of resigning. At Grant Thornton, we adopt a holistic view of the employee experience to ensure that our clients enjoy the benefits of having an appropriate people strategy in place which maximises the utilisation of their individual members of staff thus ensuring a happy, healthy and enduring workforce.

“A diverse and inclusive workplace culture is vital for building connections with clients and employees, driving resilience and building a competitive advantage.”

Pre and Post Merger or Acquisition

Grant Thornton’s pre and post merger integration consultants provide strategic integration planning guidance from inception to full implementation, ensuring that you have comprehensive planning for a deal and then careful review of:



This service includes guidance on risk, timing, and deal objectives. We have robust methodologies to map out policies, programmes and processes to help align your resources, devise a winning organisational culture and market-ready business model, as well as to formulate deal strategies that mitigate risk and maximise value.

Building Future-Ready Leadership

Businesses increasingly seek strategic thinkers with reliable leadership capabilities, strong financial skills, an entrepreneurial mind-set, global understanding and excellent people management skills.

Grant Thornton offers a market leading Future-Ready Leadership Programme which prepares mid and senior level leaders for the future of work. Industries evolve, customers become more sophisticated and demanding while external forces will continue to have ramifications for every business, big or small, public private or third sector. Our Future-Ready Leadership Programme is especially designed for both middle managers wanting to transition into a senior leadership role as well as those currently occupying a senior position.

“The Future-Ready Leadership Programme, will take the individual out of their comfort zone and equip them to reflect, question and find solutions for complex business challenges.”



Mid Life and Career MOT – A Meaningful Investment

The Grant Thornton Mid Life and Career MOT provides employees with targeted guidance on their work, wellbeing and potential. It helps organisations to support their workforce through a valuable 3 stage process that diligently prepares them for the future of work and life:

- **Review:** Encourages employees to review their worth, work practices, potential and wellbeing.
- **Reassessment, Recharging and Repositioning:** Supports employees in their repositioning of themselves for a longer working life.
- **Retention:** Supports the retention of valuable human intellectual capital and experience.

This process can be delivered as part of an organisational appraisal process or as a stand alone initiative.

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