

## **Transition Programme Director (Post Acquisition Transition - FMCG)**

### ***Background***

A UK based food business with turnover of £130M was bought from a UK corporate by private equity. The objective of this role was to lead the transition programme, ensuring a successful separation from the selling company, and establishing standalone capabilities.

### ***Ability to Integrate into Client Company***

The role involved strong engagement with the leadership teams in both NewCo and the selling company. A full scope was developed and agreed with NewCo's CEO, and this was then developed into detailed plans with the functional directors.

A strong planning, communication and reporting process was established which ensured close alignment for the leadership team and avoided the risks from doubt and change resistance / inertia.

Sub-workstreams were established to progress areas including IT, HR, Procurement and Communications, using internal resource and some specific consultant support.

### ***Impact on Business***

The transition process was largely completed within an eight week period post transaction, and all key personnel, and all key systems and processes were transferred without any issues and with no disruption

### ***Achievement of Objectives***

Transitioned key change areas, HR, IS, Procurement, Technical and Commercial, on time and within budget.

### ***Working Style***

Engaged key stakeholders from both businesses to ensure close cooperation, and rapid issue resolution.

Open and transparent reporting to highlight potential issues and facilitate resolution.

Facilitated internal discussion to help NewCo address key resourcing / personnel issues.

Robust and rigorous programme management to ensure high level of pace, and quality of delivery

### ***Leadership/Management Skills***

Focused on achieving time scale budgets through pragmatic and collaborative management style, supported by tenacious focus on deliverables where necessary. Collaborative approach supporting the business team to find and develop solutions .