

## HR Strategy Case Study

### Devising an HR roadmap for EMEA business units of an international group



*Viridian HR worked with a leading Environmental Services company employing 2000 employees worldwide and 120 in EMEA (France, UK and Israel)*

#### Challenges

Following the acquisition of businesses in Europe, the Group VP of HR based in Canada wanted to understand and translate into action plans the HR needs for the UK and France.

#### What we did

Our Consultant effectively engaged with Country Managing Directors and every Director and Senior Manager within the Business Units to understand business priorities and HR needs. They spent time meeting key stakeholders and attending relevant strategic meetings in various sites in the UK and France before suggesting how HR could support the achievement of these priorities. Throughout this process, they also reviewed the practices, policies and procedures in place and suggested improvements to comply with local legislation.

Our Consultant then created and prioritised a yearly HR roadmap to enable delivery of these initiatives by the central HR Team after the end of the project.

Alongside this work, our Consultant communicated important messages to the Business Units in terms of the Head Office HR strategy to find common grounds and a way forward after the acquisition of the European Businesses.

#### Results

- Increased visibility and understanding of local HR needs at Group level
- Improved understanding of Group HR Strategy at EMEA level following acquisition of the Business Units
- Engaged European Business Units in the definition of their needs