HR²Advisory

FRACTIONAL & INTERIM CHRO
HOUSTON, TEXAS

FOR PE SPONSORS AND CEOS

The 100 Day People Plan

In the first months after a deal, a carve out, a merger or a leadership change, find out whether your leaders, organization and pay system can deliver the plan, and fix what cannot.

THE PROBLEM

The value creation plan is set, but nobody has checked whether the leadership team, the organization and the pay system can deliver it. People gaps show up late and cost the most.

WHAT YOU GET IN 4 TO 6 WEEKS

1 Leadership team assessment
Each top leader measured against the plan, with keep, develop or replace recommendations

2 Critical roles map
The 10 to 15 roles the plan depends on, with successors and retention risks

3 Organization and cost review
Structure, spans and layers, and HR cost against peers

4 Pay and incentives check
Do annual and long term incentives reward the investment thesis

5 HR capability gap
What the HR function must fix to support growth

6 A prioritized 100 day plan
Presented to the CEO and the board or sponsor

HOW IT WORKS

WEEK 1
Kickoff and data request

WEEKS 2 TO 4
Interviews with leaders, sponsor and key managers

WEEKS 5 TO 6
Findings and the 100 day plan

WHO LEADS IT

Hernán Rein, former CHRO at Fortifi (KKR), PerkinElmer (New Mountain Capital, $3B carve out) and Vopak. Works in English, Spanish, Portuguese and French.

15+
acquisitions integrated

60+
senior leaders upgraded

$70M
a year in overhead savings from a global delayering

Next step: a 30 minute call
Let us look at your plan together

hernan.rein@hr2advisory.com
+1 832 570 3549 | hr2advisory.com