

Turnarounds and performance management

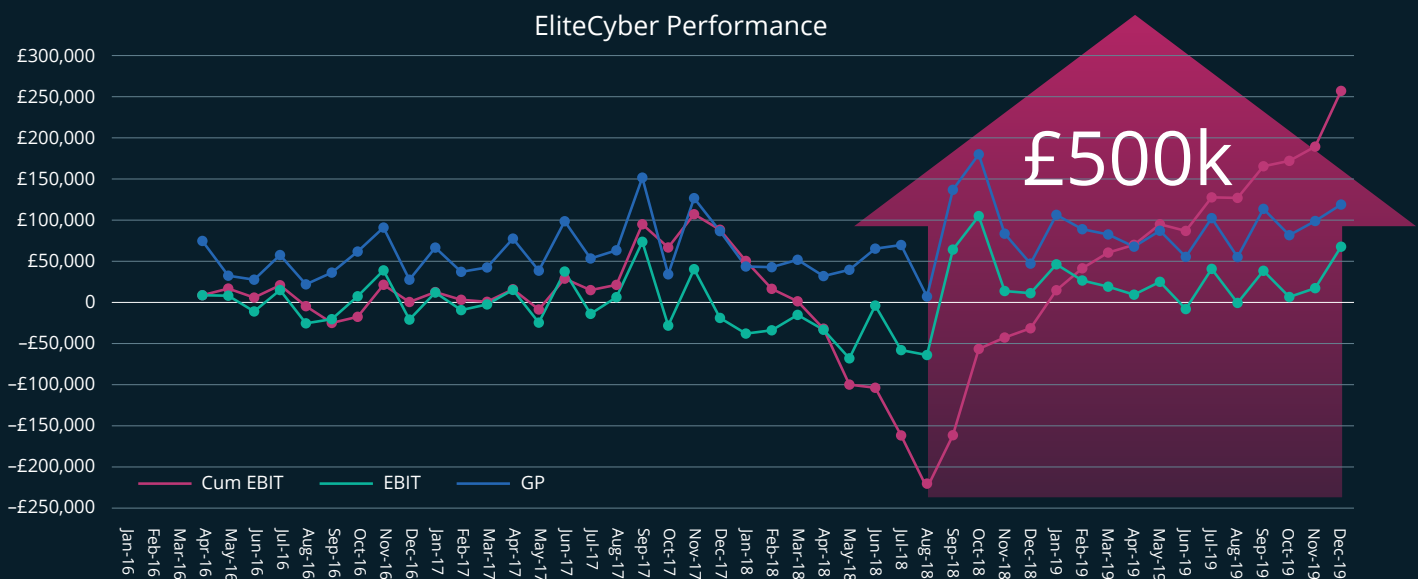
The journey to success does not always run smoothly, markets can be unpredictable, and new hires don't always work out as planned. This is why Recruitment Entrepreneur have an experienced senior management team in place to provide support and get things back on track.

The autonomy offered to our partners means in most instances we would not need to get involved in the day to day management and strategy, as we set up and structure all portfolio partners for ongoing growth and stability. However, in certain situations when a business experiences dramatic changes in their market or a sharp decline in performance, we assist with recovery, and guide them through to a successful turnaround.

Our recruitment expertise and depth of knowledge across numerous specialist markets, means there isn't much we haven't seen or done before. As a priority in a recovery situation, we provide clarity and implement the necessary changes to deliver rapid and tangible results. As a board we work closely with our portfolio partners management team to; understand their specific situation, stabilise their performance, investigate turnaround options, and prepare and effectively execute an agreed plan that is reviewed weekly.

The Recruitment Entrepreneur senior management team provide a tailored solution for every eventuality, drawing on the insights of a wider group network, as well as from the Founder and Chairman, James Caan CBE.

Below is an example of one of our businesses that overspent resulting in cumulative losses of **-£225k**. We worked with them through a period of change, to cut costs and focus on getting back to basics, resulting in a swift recovery and an **upturn of £500k**.



“ We went through a very difficult period where we underestimated the challenges of scaling our business and misjudged some of our decisions. On reflection, we grew too quickly, hired too many people and expanded internationally without maintaining our core business stability. Fortunately the Recruitment Entrepreneur team gave us incredible daily support. Through regular coaching they helped improve the decisions we were making, and guided us through some tough trading conditions. This eventually helped turn the business around and back into profitability, enabling us to concentrate on building the value we'd originally planned.”

Laurent Halimi – CEO, EliteCyber