

# CASE STUDY: Restructuring

## The Situation

Our client is an MGA.

They needed to restructure their business to align with future growth opportunities. They wanted to create a less flat structure and create a new 'number two' role and new senior underwriting roles, with the aim of helping set the strategy and seek out new client opportunities.

The managing director wanted to move the day-to-day people management responsibility away from their role, to create succession within the wider organisational structure. This would then free the MD up to focus on the business strategy.

## The Solution

IHRHS created four proposed people structures with defined job descriptions. The team provided a solution which would allow development of the business growth strategy and create a new culture and ethics arena for the company.

The new roles and structures aligned to the FCA's requirements and obligations the business would have. They created a more diverse workforce for the business.

## The Timeline

- Day 1** - Client brief.
- Day 2** - Work commenced on new structures.
- Day 3** - Proposed structures delivered and talked through with client.



## The Feedback

The overall feedback was very positive. The client acknowledged the team's expertise and the speed of delivery of robust options. They took away some key points on the lack of diversity in the current organisational structure and felt more equipped to hire more roles across the board.

The team at IHRHS continue to provide support in hiring the new roles and assessing candidate suitability as it aligns to the culture and ethics of the company.

If you would like to know more about restructuring, our expert team are at your service. Call us on **01604 709 509** or email [HRhelp@ihrsolutions.co.uk](mailto:HRhelp@ihrsolutions.co.uk) and we'll be more than happy to help.