



## Introduction to HR Due Diligence

As most buyers recognize it, a big piece of the Target's performance is linked to its people and the way the organization is designed to allow for employees to perform the way they do. Besides the standard analyses on legal and labor aspects, our HR Due Diligence approach goes deeper to provide a more insights about the Target's organization, current compensation and benefits, culture and HR practices.

### KEY PILLARS OF OUR HR DUE DILIGENCE APPROACH

#### COMPENSATION AND BENEFITS



Analyzes the Target's types of compensation packages, policies & procedures and benefits



#### ORGANIZATIONAL DESIGN / OPERATING MODEL

Performs an assessment of the organizational structure and the HR function.

#### PEOPLE & CULTURE



Focuses on employment structure, people demographics, transfers and independent contractor agreements.



#### LABOUR RELATIONS

Maps regulatory issues and risks associated with the Target's former and current management practices as well as compliance with established agreements.

As any other Due Diligence approach, Deloitte focuses on **minimizing risks and provide key inputs** to our clients to leverage in the negotiation phase. Some common HR related risks are:

- Poor retention strategy or key employees at high risk;
- Potential employment transfer complications;
- Failure to reconcile information from systems, resulting in losses of historical records and regulatory issues;
- Failure to renegotiate contracts with vendors.

### BENEFITS OF THE HR DUE DILIGENCE (non-exhaustive)

- ✓ Understand the Target's competitiveness to attract and retain talent;
- ✓ Map the potential salary equalization and benefits harmonization;
- ✓ Obtain a concise overview of the Target's workforce and issues that may impact in the daily operation;
- ✓ Capture any requirements to comply with the applicable labor laws;
- ✓ Understand the Target's organizational design, its HR structure and total costs;
- ✓ Summarize the current state and risks of any union relations.

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# M A Due Diligence Workshop Deloitte

**Yijin Wang**



## **M A Due Diligence Workshop Deloitte:**

THE ILLUSION OF THE CYBER INTELLIGENCE ERA Fadi Abu Zuhri,2019-02-21 This is book is the result of my two academic interests On a professional level I have too often found that there is a lot of misleading information being dished out on the reasons behind some of the most high profile cyber attacks Both the media and the so called security experts end up in a blame game without factual evidence or a clear understanding of what lies behind the obvious My research focuses on proposing a model for Cyber Criminal Psychology Profiling that incorporates multiple intelligence Interviewing Techniques Cyber Criminal Psychology Cyber forensics and Offender Profiling The traditional model of offender profiling does not incorporate the human side of the profiler nor the offender A better profile of a Cyber Criminal will help in speeding up the investigation process and ensuring better identification of the Cyber Criminal On a personal level especially after going through a traumatic cancer struggle I have found that people around me are missing vital things in life Some out of ignorance and some out of misinterpretation of facts The book is a collection of 31 articles which took almost three years of constant effort The book is split into five chapters each representing a unique theme each with multiple articles of interest Chapter 1 focuses on Cyber Forensics Chapter 2 on Profiling Chapter 3 on Interview Techniques Chapter 4 on Forensics Psychology and Chapter 5 on Multiple Intelligences Although the chapters are in a certain order each article can be read on its own in any order The one thing I learnt in preparing the articles is how valuable knowledge of the self and surroundings are in figuring out better solutions for oneself and in the workplace I hope you enjoy reading these articles as much as I enjoyed writing them I also hope you find them useful

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