



Mercury
Hampton

Assessment
& Performance

Employ the
**Future of
Merger and
Acquisition**

The world is evolving and so are we.

CULTURAL DUE DILIGENCE
BROCHURE
2023



Expand your global reach with ease.



Introduction

Mercury Hampton Ltd is a business consultancy that provides solutions to businesses relating to their culture, people and performance. Our services are divided into three core areas: pre-hire, on-hire and post-hire. In brief, we support businesses to understand and become more accountable for their culture/behavioural default setting; this enables them to hire and retain the right people; once appointed we support all new hires to reach optimal standards by deploying one of our performance programmes.

We aim to be the 'Tesla' of our industry, and we are constantly innovating to keep ahead of a crowded market as you will see in this article.



**INNOVATION DRIVES GROWTH AT
BUSINESS CONSULTANCY**
by InsiderMedia

[Read Article Here.](#)



**THE ST HELENS BOROUGH
BUSINESS AWARDS –
winners and pictures**
by St Helens Star

[Read Article Here.](#)

Our greatest asset is our culture, it's the thing we're most proud of and it will always be at the forefront of our focus. This was recognised when we won Employer of Year and Scale Up Business of the Year the Regional British Chamber of Commerce Awards.





Values



Humility



Hard Work



Well-Being



Teamwork

Mission

Pioneering Innovation, Solving
Your People Problems Of
Tomorrow

Vision

Your Consultancy Partner of
Choice, Enhancing Culture,
People & Performance


Why us?



Regional winners
Employer of the Year
Scale Up Business of the Year

Member of





The Cultural Due Diligence Program

The [Cultural Due Diligence](#) program by [Mercury Hampton](#) assists clients with regular ongoing commitments to [Merger and Acquisition \(M&A\)](#) activity. Whether to create growth via competitor acquisition, create additional innovation, or to disrupt the market by securing complimentary businesses that sit well within your current profile, we are your partner to ensure smooth transition through your transaction.

The current economic climate has seen a huge rise in [M&A](#) activity across all sectors (STEM Markets) served by [Mercury Hampton](#). As part of our Services Portfolio, working with [Private Equity](#), [Venture Capital](#) and [acquisitive clients](#) with ongoing [M&A](#) programs, the need has been clearly defined that [Cultural Due Diligence](#) is the one integral piece of the jigsaw that has been missing.



What is Included...

Cultural assessment, Performance Impact Program, Leadership Team Surveys and 360 Leadership Surveys on individual stakeholders or leadership teams, providing a depth of understanding that is often overlooked when acquiring. They are conducted on site by our performance/assessment consultants.

The acquirer checks the balance sheet, the product set, how that will match the portfolio and what the benefit will be. They consider how the transaction will impact the EBITDA and the customer experience. However, they do not assess the most vital part of the transaction - *the people.*

The people are the most precious asset; the people built the business, ran the business, grew the business, and ultimately created an entity that you as the acquirer wish to merge with or acquire to absorb and accelerate your growth plans.

Mercury Hampton

Built on over 150 years of front-line experience within performance, assessment, executive search, recruitment, private equity, and value-added services across the globe, the stakeholders of Mercury Hampton created the Cultural Due Diligence program.

Having witnessed multiple strategies deployed by clients utilising M&A activity, we have seen the best, the worst and everything in between.

The mean average is a poorly executed cultural alignment post transaction. This leads to an “us and them” culture, disparate silos of human beings that have lost their identity, their purpose, and the motivation to continue to innovate as they had pre acquisition.



The Future

Deploying the **Cultural Due Diligence** program gives you the opportunity to have our **onsite** team evaluate and execute an **assessment** program to establish if there is cultural alignment or not. It will provide you with **visibility** of who you are acquiring to ensure that if you sign on the dotted line, everyone is on the same page. This will ensure a **slick** and **comfortable** on-boarding program with the new members of your **team**.

You also ensure that your new team members feel **valued**, **part of the family** and ready for the next **phase of growth**.

If resistance is shown by the prospect, then immediate red flags can be **highlighted**.

*Navigating
cultural
complexities
with ease.*

Detailed reporting, personal development programs and group programs can be designed on a bespoke basis to ensure all parties have a soft landing once the dust has settled.



1. A partner, not just a consultancy

We make sure to bring you solutions with highly driven action, from assessing your existing teams, to recruiting top-level talent culturally aligned to your business. Setting you up for success, our performance coaching and post placement training programs ensures achievement of both short-, medium- and long-term business goals.

2. Data, not biased opinion

With our award-winning software, Mercury Hampton IQ, we bring science into the process to give substance and volition to decision-making resulting in **96%** retention rates at 12 months and a step further to promise you **94%** retention rates at 24 months.

3. Experts, not KPI driven

We deliver incredible results because our team is infused with highly qualified, experienced and culturally aligned individuals who go above and beyond the normal SLA's. They appreciate being recognised and treated with respect, the same way we will treat you, your business, and your team.

INDUSTRIES

We provide bespoke business solutions and career advancement strategies that are tailored to the unique needs of your business. With digital innovation being the forefront of our processes, supported by world class consultancy teams, we ensure your business has the right people first and support them post hire to ensure success. We operate in four key industry pillars focusing on STEM markets across the globe.

MANUFACTURING & ENGINEERING

TECHNOLOGY & DIGITAL

SALES & MARKETING

PRIVATE EQUITY

Pre-Hire

- > [Cultural Assessment](#)
- > [Psychometric Testing](#)
- > [Specification Alignment Survey](#)
- > [Team Effectiveness Report](#)
- > [Staff Attrition Calculator](#)
- > [IR35](#)
- > [Mechanical Aptitude Testing](#)
- > [Cultural Due Diligence](#)
- > [360 Leadership Review](#)
- > [Salary Survey](#)
- > [Mental Agility Testing](#)

On-Hire

- > [Executive Appointments](#)
- > [Sales & Marketing Recruitment](#)
- > [Interim Management](#)
- > [Contract Recruitment](#)
- > [International Recruitment](#)
- > [Managed Service Partnership](#)
- > [Restructuring](#)
- > [Succession Planning](#)
- > [Recruitment Strategy & Advisory Programme](#)
- > [Contract Project Solutions](#)

Post-Hire

- > [Performance Impact Programme](#)
- > [Leadership Transformation Programme](#)
- > [High Performance Leadership Programme](#)
- > [1-2-1 Coaching](#)
- > [Sales Training](#)



For more information on the services we offer, please click any of the above services or you can check out our website for more information.

[Check out our website](#) 

Your Consultancy Partner of Choice,

Enhancing Culture, People & Performance.



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