



Employment Law and HR Advice for Investee Companies and Management Teams

We provide employment law and HR advice to investee companies and their management teams

Context

If you're a manager of a business and want to buy it; if you want to own your own company; if you're selling a business and are thinking about your own and your management team's future roles; or if you're an investor looking to buy into your next company, then you'll almost always need to use corporate lawyers who specialise in the commercial, corporate and tax issues that are an important feature of any MBO or MBI.

But who advises the management team on their current and ongoing employment issues as the deal is being developed? And who advises the company post-Completion, when the commercial and corporate issues have been addressed, but when the company still needs to manage, motivate and retain staff in what can often be unsettling times, when the management team itself is focusing on business continuity and other issues? A different, smaller and independent law firm is usually needed. **We are that law firm.**

How it works

Before: we work directly with management teams and advise on the employment aspects of their current and new service agreements and incentive schemes, as well as on the restrictive covenants, warranties and other provisions of shareholder or investment agreements. We also liaise with the private equity and venture capital investors about the terms and conditions of managers and investor-directors following completion.

After: we also work with the company and investors after Completion. Manager-employees often need guidance and a different approach after they have become manager-shareholders. And there is sometimes tension between their expectations (as long term owners) and investor-directors (with medium term goals) that requires a managed parting of the ways - often during the first 12 months after Completion. Balancing these respective interests requires employment and HR specialists who have "been there before".

Cost

You may be pleasantly surprised at how our fees compare with the cost of those of large corporate law firms. Also, if we manage day-to-day HR work, companies can join our Helpline and fixed price HR Portal.

Contact us



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