

## EXCELLENCE IN HR CONSULTANCY

## Smart HR Solutions Limited

ISLE OF MAN


**Gail Yeowell Chartered,  
FCIPD FINSTAM(DIP) FCM I FIRP DIP IOD**

Owner &amp; Managing Director

www.SmartHR.co.im  
+44 (0) 1624 619 619  
contact@smarthr.co.im



*What particularly stood out to the team at Corporate LiveWire was the company's winning combination of friendly, collaborative, and client-focused service where professional, knowledgeable and value-adding solutions are guaranteed.*



Smart HR Solutions Limited ('SmartHR') is a leading provider of multi-sector HR consultancy, outsourcing and training solutions. They partner with organisations to help them drive sustainable performance improvement, achieve their people management objectives, and minimise the risk of litigation by offering a comprehensive range of flexible and effective HR solutions including the delivery of professional advice or services that are ethical, responsible and value-adding.

SmartHR was founded by Gail Yeowell in 2010. Gail is a highly-experienced HR professional with over 20 years' combined HR management and consultancy experience having held the position of Global Head of HR/Group HR Director for various multinational companies. Gail is a Chartered Fellow of the Chartered Institute of Personnel and Development (CIPD), a Fellow of the Institute of Administrative Management, a Fellow of the Chartered Management Institute, a Fellow of the Institute of Recruitment Professionals and is also an Associate of the Institute of Directors.

Due to continued business success, SmartHR expanded during December 2016 with the appointment of Julia Featherstone as HR Consultant. Julia is an experienced HR Manager, Level 7 CIPD qualified, and is a graduate of The Institute of Chartered Secretaries and Administrators.

Since 2010, SmartHR has been supporting everything from new business start-ups and SMEs, through to global organisations covering a wide range of industries. Encompassing all aspects of people management, SmartHR supports clients with HR audits; HR strategy and communications; employment contracts; induction processes; HR policies and employee handbooks; recruitment and selection activities; performance management frameworks; talent management and succession planning; training and development; organisational design and restructuring; redundancy process support; employee relations support; maintaining HR systems and records; managing ad hoc projects; and fully outsourced HR management, ad hoc or retained HR advisory services.

In recent years, SmartHR has also provided support to companies with acquisitive growth strategies including detailed HR due diligence reporting, harmonisation of terms and conditions of employment, and post-acquisition integration activities covering the Isle of Man, Jersey, Guernsey, UK and Hong Kong.

The experienced staff utilise their extensive backgrounds in the industry to ensure each client receives a tailored solution that is entirely bespoke to their needs.

## ACCOUNTANCY FIRM OF THE YEAR

## Deloitte

NETHERLANDS


**Arnoud Oltmans**

Partner

www.deloitte.com  
+31 882 882 021  
aoltmans@deloitte.nl



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Arnoud Oltmans is one of the partners of Deloitte's Dutch transaction services practice, with extensive experience as a private equity investor including buy-outs, and adviser to private equity and corporate clients in acquisition and divestment processes.

He specializes in deal execution, bank negotiations, restructuring advice, due diligence and financial analysis, working with approximately 70 professionals and focused on Dutch-based targets and clients which occasionally result in them working on projects in other countries. The main target market is Dutch PE houses such as Gilde Equity management, Gilde buy-outs, H2, Egeria, NPM and some international houses such as 3i.

Oltmans himself was directly involved in a number of significant transactions over the past twelve months, including the sales of conclusion by Gilde Equity management to NPM, where Deloitte performed the VDD; sales of Evenementenhallen by H2 to Artexis, where again, Deloitte performed the VDD; sales of TNT Airways by TNT to ASL, where Deloitte performed vendor assistance procedures; sale of Banketgroep by Gilde Equity Management to Qualium, where Deloitte performed the VDD; sale of Saeco Vending & Professional coffee business by Royal Philips to N&W Group, where Deloitte performed vendor assistance procedures; acquisition of Klaas Puul

shrimp processors by H2, where Deloitte performed the acquisition due diligence, and acquisition of TransIP by EQT, where again, Deloitte performed the acquisition due diligence.

Deloitte focus on using innovative techniques (such as data analytics) in due diligence projects to improve transparency. Furthermore, as a result of their client focus, they are able to deliver high quality products within the required timeframe. Their long term strategy is to maintain and further grow the relationships with PE houses and extend their client list to include more Dutch based large corporates whilst improving their product by continued use of innovative techniques.

Our panel of judges found Oltmans to be a crucial player in many of Deloitte's key transactions of the past year, and his excellence and expertise has single-handedly contributed to the growth and stability of the company. Oltmans himself predicts that the future looks bright with a continuation of the current high level of activity, and he will undoubtedly play a continuing important role in uplifting the mergers and acquisitions market as we progress into 2017.