

ETONIEN's HR Transformation Practice delivers tailored Human Capital Management solutions to help private equity firms and their portfolio companies maximize people ops value across the deal lifecycle. With expertise in M&A readiness, integration, process optimization, and compliance, we transform human capital strategies into drivers of long-term success.

Private Equity Funds

We partner with private equity firms to optimize human capital strategies, supporting M&A readiness, due diligence, and operational planning. Our tailored solutions mitigate risks, unlock opportunities, and align workforce performance with investment goals to maximize ROI.

PE Portfolio Companies

Our team delivers seamless integration, operational efficiency, and compliance for portfolio companies. From onboarding to HCM technology optimization, we align HR operations with strategic priorities, enhancing engagement, scalability, and profitability.

Delivering interim and project-based HR operators across the full M&A lifecycle, from diligence to exit.



Pre-Close Planning

- Conduct HR due diligence to identify risks, opportunities, and prepare for smooth transitions.
- Develop detailed playbooks and establish vendor partnerships for post-acquisition HR functions.
- Assess and align HR operations with M&A strategies to ensure operational readiness.

Post-Close Integration

- Create communication plans and streamline hiring, onboarding, and benefit transitions.
- Harmonize policies, ensure compliance, and integrate acquired teams effectively.
- Provide ongoing support to optimize employee engagement and operational alignment.

Process Optimization

- Document workflows, standardize HR programs, and manage data migration.
- Implement HCM technology to streamline processes and improve operational efficiency.
- Optimize HR operations to reduce administrative costs and enhance data accuracy.

Advisory & Interim Support

- Develop HR strategies and provide operational support for M&A transactions.
- Oversee HR-related projects with expert PMO services.
- Ensure accurate and timely payroll management.
- Identify and mitigate HR-related risks throughout the investment lifecycle.

To discuss our full range of capabilities, please contact:

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