

Leading a Healthcare Divestiture When Talent was the Critical Success Factor

CASE STUDY

When a private equity firm acquired a healthcare division, they faced the complex challenge of carving out a new standalone company while preserving talent, continuity, and employee trust. With thousands of employees, a new CEO, and little time to spare, success hinged on effective change management and communication. The PE firm needed to ensure a smooth transition and prevent disruption. They turned to People Results to design and execute a strategy that would align stakeholders, retain critical talent, and instill confidence. With deep expertise in workforce transformation, People Results partnered with the new leadership team to build a proactive engagement strategy that drove clarity, continuity, and momentum—setting the stage for a successful company launch.



*change
management*

ISSUE	ACTION	RESULT
• Carving out the new company created high uncertainty, risking disengagement and attrition. • Critical talent retention was essential to preserve operational knowledge and performance. • Leadership lacked an internal communication framework to align and reassure employees quickly, making it difficult to build trust and credibility in the face of organizational transformation.	• Designed a branded communications strategy tailored to internal and external audiences. • Built and delivered consistent messaging and materials to reinforce key business goals. • Coached leaders and the new CEO on communicating vision, addressing concerns, and building trust—ensuring employee confidence throughout the carve-out process and aligning the workforce behind the new organization’s mission.	• Retained 98% of critical talent, ensuring continuity and capability in the new company. • Enabled executives and managers to lead confidently through change with clarity and consistency. • Successfully launched the standalone company with strong employee morale, clear direction, and a leadership team equipped to sustain momentum and drive growth in a high-pressure, high-stakes transition.

