



员工队伍重组和外包

企业为了确保重组、改组、外包或裁员的工作顺利进行，必须提前确定清晰的人才战略、深入了解有关战略对人事调整提案产生的商业影响，并制定出合理而有系统的实施方法。

企业在推行业务改革时，必须避免问题发生，以期尽快从改革中受益。我们会为客户提供协助，提早理解相关问题、制定行之有效的计划。此外，我们会利用本身在各行各业的丰富经验，帮助客户以灵活而兼具成本效益的方式，有条不紊地执行有关计划，从而达成目标。我们采取的方法，是把众多流程固有的复杂人事风险，和这些流程的关键商业驱动因素加以调和。在我们看来，成功的改革不仅要按时完成和不超出预算，而且也要尽量减少对员工产生干扰。我们可以帮助客户实现这三个目标。

我们曾帮助客户处理重大国际重组、复杂外包和内包安排，以及合并/收购前后的整合工作。我们采用灵活的方法，派驻与相关交易相称的团队或单个联系人。我们的宗旨是确保客户清楚理解他们所面临的挑战、合理评估这些挑战对业务带来的影响，并且派出专家为他们保驾护航。

在各国办事处同事通力配合下，我们可以协助客户处理复杂的跨境外包交易，这些交易通常涉及员工的跨国调职问题，不同国家员工的自动调职方法有很大差异。我们在处理员工调职的雇佣关系和退休金安排拥有丰富经验，能为客户提供适切的协助，这包括起草社会保障计划书、员工调职安排（自动和其它）、就劳资联合委员会和工会磋商以及执行合并后重组工作方面提供咨询服务。

CAPABILITES

在员工队伍重组和外包方面，我们可通过以下方式帮助客户处理改革：

- 分析任何改革提案带来的法律和监管影响
- 考虑改革对员工造成的影响和实施改革的相关成本
- 实施清晰而有效的沟通战略
- 协助与工会、劳资联合委员会和雇员论坛三方间开展集体谈判
- 帮助客户协调商业目标与人力资源的法律义务
- 帮助客户和服务提供商管理调入和调出员工的过渡工作
- 处理因改革计划导致相关退休金和股份计划出现的复杂问题
- 处理外包和重组计划的商业问题，以管理风险

EXPERIENCE

- 向一名欧盟和美国的领先游戏开发商提供收购后重组咨询服务。

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合伙人

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相关服务

- 税务

- 向一家投资银行就外包项目提供咨询服务, 其中涉及在12个国家提供有关承诺转让(就业保护)条例(TUPE)和收购权指令的咨询服务。
- 就实施一项影响全球近30个司法管辖区的900名雇员的全球重组工作, 为客户提供咨询服务。
- 为一家领先的化妆品公司工作, 就影响其全球1,500名雇员的欧洲重组计划提供咨询服务, 包括处理在全球各地采纳美国指引而导致的实施问题。
- 统筹一名客户在欧洲、中东和非洲的新电脑图象业务的整合工作。这需要20多个司法管辖区的欧华律师事务所办事处彼此联络和作出配合。
- 协助一家跨国制药公司策划及实施一个全球合并项目, 其中涉及在30个司法管辖区统筹咨询服务, 并规划项目的实施工作。
- 为一家领先的电信企业就其西班牙的欧洲外包安排提供咨询服务, 安排主要涉及英国和西班牙的数据中心和信息技术活动。

见解与洞察

著作发表

How to gather snowflakes: big data, AI and predictive analysis of customers

15 NOV 2017

In this article, which accompanies an infographic covering 'How AI And Automation Are Transforming Retail', DLA Piper's lawyers consider big data and 'customer ownership' issues in the retail space, exploring the impact of big data, AI and predictive analysis of customers. This article, and the related infographic, also accompanies another article looking at the transformative impact of technology on retail and the supply chain, the likely reduction in the need for workers, inevitable HR issues that will arise and the dangers of getting 'locked in' to long term contracts in a fast-changing market.

Unexpected Human in the Bagging Area: the impact of automation on retail workforces

27 OCT 2017

I suspect most of us have had the experience from time to time - you're looking to buy something a little bit out of the ordinary, and don't really know where to start. Two stories I heard recently neatly illustrate how that can result in both good and bad experiences. One story involves a teetotal friend looking to buy wine for a dinner party. His trip to a specialist vintner was frustrated by a condescending member of staff and resulted in my friend leaving the shop having not made a purchase. In contrast, another friend decided to take up running after being on maternity leave. She visited a running shop, was put at ease but a member of the sales team and left with trainers, clothes and gadgets.

新闻

New report finds retail sector leadership diversity deficit will affect future competitiveness

5 JUN 2019

DLA Piper and executive recruitment and diversity consultancy Green Park today launch *The Retail Leadership 700* report, which reveals for the first time the extent of the lack of diversity within the leadership teams of the top US, UK and European retailers.

DLA Piper announces partnership promotions for 2019

1 APR 2019

DLA Piper is proud to announce that 77 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2019 in the United States and May 1, 2019 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 43 different offices throughout 20 countries.

DLA Piper appoints two directors in South Africa

12 SEP 2018

DLA Piper has strengthened its office in Johannesburg, South Africa with the appointment of two directors. Hendré Human joins the Corporate team from Webber Wentzel in Johannesburg, where he was a partner. Monique Jefferson joins the Employment team from Bowmans in Johannesburg, where she was a senior associate.

DLA Piper named International Law Firm of the Year in Ukraine for fifth year running at The Legal Awards 2018

24 MAY 2018

DLA Piper has been named International Law Firm of the Year in Ukraine at the 2018 Legal Awards, held by Yuridicheskaya Practika Publishing House. This is the fifth time the office has won the award.

DLA Piper advises Beijing Enterprise Water Group on acquisition of TRILITY

5 MAY 2018

DLA Piper advised BEWG International, a wholly-owned subsidiary of Beijing Enterprises Water Group, on its 100% acquisition of water utility service provider TRILITY by way of a competitive bid process.

DLA Piper announces partnership promotions for 2018

3 APR 2018

DLA Piper is proud to announce that 62 lawyers have been promoted to its partnership. The promotions are effective as of 1 April 2018 in the United States and 1 May 2018 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 42 different offices throughout 20 countries.

DLA Piper wins four China Business Law Awards

5 MAR 2018

DLA Piper is delighted to announce it has received four awards from China Business Law Journal's China Business Law Awards 2017-18, in the categories of Employment, Intellectual Property (Trademark and Copyright), Taxation and Shipping.

Businesses still not fully aware of Data Protection issues

31 JAN 2018

DLA Piper has released its second Data Privacy Snapshot report, finding that once again, company global privacy programs have gaps in meeting increasingly demanding global privacy principles. Significantly, it appears that many companies are falling short of data protection obligations under the General Data Protection Regulation (GDPR), which will start to apply from 25 May 2018.

Six months until GDPR: companies still reporting low levels of preparedness

15 Nov 2017

For the over 200 organisations responding to DLA Piper's Data Privacy Scorebox online survey tool since the start of the year, the average alignment score with all key international data privacy principles was 31.5%, as against an 38.3% average score for respondents in the 2016 calendar year.

DLA Piper appoints Helen Colquhoun as partner and Head of the Employment team in Hong Kong

30 OCT 2017

DLA Piper is pleased to announce that Helen Colquhoun has joined as a partner and Head of the Employment Team in Hong Kong.

DLA Piper launches new platform for *Guide to Going Global* series

20 SEP 2017

DLA Piper has launched a new platform featuring its *Guide to Going Global* series, an online resource designed to help companies operating and growing their international businesses.
