

# COMPREHENSIVE COMPENSATION BENCHMARKING

INCLUDING SECTOR  
INSIGHTS, PREDICTIONS OF  
TALENT MOBILITY, AND  
MARKET PERCEPTIONS OF  
THE CLIENT ACROSS ASIA  
AND THE MIDDLE EAST.

## CHALLENGE

A Swiss investment fund partnered with a UK private equity firm is acquiring a majority equity shareholding in a leading global specialist professional services firm with multiple offices across Asia and the UAE. Investors were concerned that the current equity holders would use the deal as an exit strategy. Given that the inherent value of the firm was tied up in the highly specialised and senior talent, the viability of the investment was hinged on moving from a profit-sharing model to a fixed salary and bonus model without compromising talent.

*“GRM was instrumental in maximising opportunities and mitigating obvious and completely unforeseen risks. The marketing team in particular found the insights garnered to be unparalleled. Entering francophone Africa would have been a disaster if not for the guidance we received from the GRM team”*

# CASE STUDY

## SOLUTION

GRM spoke to competitors, talent, and market players to gather extensive data for a compensation benchmarking report, fully customised to the client’s unique business needs. The rigorous research would add significant value as there was no relevant data already available.



## OUTCOME

GRM provided a full competitive overview based on real-time, verified competitor information. The report informed the investment decision. We mapped the market so extensively that we figured out who the target firm was, of course, we kept it confidential.

**GRM**  
INTELLIGENCE

