



Case Study:  
A complex multi-  
jurisdictional project  
handled with ease



Our ONE international counsel model flexes to cover HR projects large and small. Working in tandem with in-house legal and HR teams on a global workforce transition project, we saved time and money by simplifying complexity and streamlining processes.

### **The Client**

Our client is a global MNC undergoing significant changes to its corporate structure. They needed support to transfer small groups of employees from a previously linked company to an entirely new legal structure wholly owned and operated by them, in countries where they previously had no legal presence. The project involved 17 countries and spanned an 18-month timeline.

### **The Solution**

With the employees performing essentially the same roles and being managed by the same people as before, it appeared on its surface to be a simple administrative exercise. The legal reality was, of course, more complex – often involving automatic transfer legislation in Europe and similar concepts internationally. At an operational level our challenge was to advise in a way that achieved both a simple & smooth process on the surface, whilst maintaining legal compliance remaining on budget per country (despite the inconsistency of the local regimes).

After working through a couple of trial countries we worked with the client to design a playbook, template documents and Q&A documents to create efficiencies in the process and in respect of communications between stakeholders – which included a number of teams within the client – IP, corporate tax, benefits, HR, legal. The playbook was thereafter deployed (flexing as appropriate) to bring certainty of process, timeline and budget control.

As a dynamic collaboration with the client's in-house legal, working with the playbook, the process became streamlined and certain with certainty of cost.

### **A Trusted Global Partner**

Throughout the project, the client trusted us to use our knowledge of their practices and our global experience to carefully manage advice from local counsel. When compared to outdated approaches of piecemeal back-and-forth quoting and approval for international legal advice, it's easy to see how MDR ONE streamlined legal support and transformed us from an arms-length adviser to a trusted extension of the client's team, working on the project with the client in an integrated way.

## It starts with MDR ONE

ONE is our integrated international counsel model, providing global employment, HR and labour law support wherever you need it.

Drawing on the in-depth local knowledge and expertise of leading lawyers from around the world, we provide you with intelligent, scalable and consistent global legal support – all coordinated by us as one integrated service.

We are always your one primary advisor and one point of contact wherever you need support in the world. All managed seamlessly from start to finish, within your budgets and timescales.

To discuss how MDR ONE can deliver greater efficiency and invaluable insights for your legal function, please get in touch.



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