

# Change Capital Partners

## Performance Review for private equity firm



Change Capital Partners is an independently-managed private equity firm created by Luc Vandeveld, former Chairman & CEO of Marks & Spencer.

### What was the challenge?

- An appraisal process that allowed anyone to complete an appraisal on anyone
- Ease of access and use
- Offer different question sets according to role and relationship
- Consolidated reporting to provide a consensus view to the appraisee
- A 3 week deadline!

### What did we do?

- Worked with existing questions and competencies and brought them on-line
- Revised system process and functionality in partnership with them
- Built, tested, reviewed system within 3 week deadline

### What was the result?

- A system which was easy and quick to use; encouraged buy-in from busy partners
- A significant reduction in time in administering the appraisal process compared to before
- Honest, open and productive feedback with anonymity feature proved invaluable to partners

**“Bowland Solutions offered exactly what we were looking for. They were able to meet our tight deadline whilst offering a friendly and professional service. The finished product was to a high standard, user friendly and time economical to use. The feedback we had from all levels was extremely positive.”**

Lucy Liddell, Office Manager  
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