



PRESS RELEASE - 4th February 2015

KPMG acquires consultancy Trompenaars Hampden-Turner

KPMG has acquired the internationally operating consultancy Trompenaars Hampden-Turner (THT). THT's specializations include solutions to issues and dilemmas in the field of culture, leadership, behavioral change and diversity within organizations. The Amsterdam-based company was founded in 1985 by Fons Trompenaars and Charles Hampden-Turner. Within KPMG, THT will be part of the company's international People & Change practice, which helps companies to implement far-reaching organizational changes. The practice focuses primarily on creating and developing HR organizations that are in line with new organizational structures and helps organizations to maximize returns from their human capital.

Optimizing human capital

"Due to demographic developments, such as the aging of the population and changes in how companies operate, many organizations are now devoting more and more attention to the quality and capacity of their workforces," says Harold de Bruijn, KPMG partner and responsible for the Dutch People & Change practice. "This increased attention imposes high demands on management and therefore on the leadership development within these organizations. This acquisition will put us in an even better position to help companies optimize their human capital, realize the required behavioral changes and continue to develop the required competencies and cultural awareness among their employees," says De Bruijn.

Excellent reputation in the market

De Bruijn notes that Trompenaars Hampden-Turner has an excellent reputation in the market in these fields, adding that the company also has considerable growth ambitions. De Bruijn: "However, the company's limited scale and the lack of the necessary network have limited THT's ability to realize these ambitions. With the addition of co-founder Fons Trompenaars, KPMG gains not only a prominent academic and lecturer, but also a 'top 50 thinker of the world'. THT has for many years been using its extensive experience and thought leadership in the field of leadership issues to help a large number of Fortune 500 companies. This is a very interesting aspect of the joint venture for the global KPMG practice. The acquisition of THT gives KPMG access to the firm's entire services portfolio and intellectual property. The exploitation of these is a perfect fit with KPMG Management Consulting's global strategy, which is aimed at positioning KPMG as a prominent consultant in large-scale change projects in which behavior and culture play a crucial role. THT will be positioned as an expert team within the Dutch People & Change practice, with the goal of boosting the activities of People & Change worldwide."

Global use of know-how

The expertise KPMG is acquiring with the acquisition of Trompenaars Hampden-Turner will be used to support the People & Change consultants working for KPMG across the globe. "KPMG has committed itself to training its People & Change consultants across the globe in the use of THT's methods and techniques. Thanks to THT's work, KPMG will now be able to add culture and diversity-related aspects to its projects within organizations. At the same time, KPMG will now have the opportunity to deploy its People & Change consultants in THT projects. Given that THT also offers advice on the cultural aspects of mergers and acquisitions, this acquisition also gives KPMG with the opportunity to deploy consultants from its other advisory practices," De Bruijn says.

End of press release