



BHP Case Study: High Speed Training

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High Speed Training was established in 2007 and specialises in online compliance training in various sectors from retail and hospitality to construction and education.

In 2022, High Speed Training began a transition to become an Employee Ownership Trust (EOT) providing workers with a stake in the company's performance. The decision was made by owner and co-founder Dan Jordan following a period of consistent growth.

At the beginning stages of the move to EOT, High Speed Training reached out to BHP to support the transition clearly and confidently, as well as recruiting the firm as its external auditor.

Since then, the business has continued to work closely with BHP, who have acted as a guiding force in their EOT journey, ensuring the transition process preserves company culture while still allowing for growth.



Delivering effectively

Following a word-of-mouth recommendation, High Speed Training appointed BHP for two reasons. Not only was it beginning to explore EOT and needed expert guidance, but through the pandemic the business had grown rapidly in turnover and size of business, bringing them over the audit threshold and finding themselves in need of an audit service that also identified ways to support the business's growth.

Laura Newton, Finance Director at High Speed Training, explained that following a recommendation and an initial call with BHP's Chris Humphreys, it was clear the firm could meet their needs in an effective and friendly manner that stood out among others immediately.

Laura said: "Having Chris on board gave us the confidence that things would go in the right direction. We realised BHP can help us develop into an EOT and deliver it effectively, as well as providing us with an expert audit service that supported our rapid growth."



Employee ownership and its challenges in transition

A key part, Laura says, is that BHP understood the importance they placed on preserving culture and business when transitioning to employee ownership. During the transition period, High Speed Training said there had been challenges embedding those key parts of their business while it was still growing and changing — thankfully, the role BHP have played in that journey has been one of support.

"BHP's ability to explain things simply has definitely inspired confidence. That was a big thing for us and from the beginning we have felt they were more invested than just ticking a box," Laura says.



Going beyond the transactional

Finding their feet as an EOT, Laura believes the benefits of BHP go beyond the services they receive. One of those additional benefits, Laura says, has been the 'guidance' and 'steer' they've received from the team which has allowed them to foster a collaborative relationship with advisor Chris Humphreys and Audit Partner, Chris Neale.

Laura explained: "They've really taken the time to understand us as a business and as people, which is the thing that has made a massive difference to both the transactions we do with them, and our ongoing relationship."



“We’re learning all the time about what being employee-owned means to us as there is really no blueprint, but we have been able to be in regular contact with the team at BHP for reassurance along the way. ”

Laura Newton
Finance Director at High Speed Training

Looking to the future

BHP continues to provide auditing and various other compliance services to High Speed Training. Now employee owned, High Speed Training is aiming to grow its revenue and impact while maintaining a strong, engaged team and growing it's impact as a Force for Good. The business currently provides over 180 training courses, is a Best Companies' World Class Employer and wants to continue its EOT development path.

Laura says: "I would absolutely recommend BHP and have done without hesitation. What sets them apart is that everybody we've dealt with we had the same experience with, and we always receive answers that show they understand us and our business. It's a relationship which is easy, valuable and trusted."

Find out more about our specialist teams and how we can help your organisation or get in touch on 0333 123 7171.



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