Press Release

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The LCap Group Acquires Peoplewise

LCap Group strengthens multidisciplinary leadership advisory platform with strategic acquisition of Peoplewise

London, UK – 3rd September – The LCap Group ("LCap"), a global, tech-enabled leadership advisory firm for ambitious high-growth companies and private equity investors, is pleased to announce its strategic acquisition of Peoplewise, a specialist in leadership assessment, development, and performance psychology.

This acquisition reinforces LCap's commitment to placing people at the heart of growth, recognising leadership talent as a key driver of value creation in an increasingly complex and competitive operational environment. It also marks a significant milestone in LCap's journey to build a tech-enabled, multidisciplinary leadership advisory platform which minimises the execution risk that management teams may face in delivering their growth strategy.

The acquisition of Peoplewise aligns with LCap's strategy to provide end-to-end leadership solutions that span pre-deal evaluation, post-deal development, and long-term value creation. With the global leadership development market valued at over $366 billion[1] and 88% of companies planning to upgrade their leadership programmes, LCap is well-positioned to capture a growing share of this fragmented and evolving market.

LCap's proprietary technology and data science capabilities are central to its differentiation. By integrating Peoplewise's psychological expertise and behavioural analytics, the Group enhances its ability to deliver insight-driven, scalable, and consistent leadership evaluation—a capability increasingly demanded by firms seeking operational effectiveness over financial arbitrage.

Peoplewise joins a growing portfolio of specialist businesses under the LCap umbrella, including Confidas (management due diligence) and DRAX (leadership advisory, pre-deal and executive search), each offering deep expertise across different stages of the investment lifecycle. Peoplewise will continue to operate independently, preserving its brand and specialist focus, while benefiting from LCap's broader platform and client network.

This is LCap's fifth acquisition since 2022 following the purchase of Rowan (2022), Altus (2023) and Affinity (2024) which are all operating under the DRAX brand and Confidas earlier this year. Each of these acquisitions has delivered circa 40% year-on-year growth post-integration. This was driven by cross-selling opportunities and access to LCap's network of around 200 private equity funds. Peoplewise is expected to follow a similar growth trajectory.

[1] The Size of the Training Industry

Graham Roadnight, CEO of The LCap Group, commented: "This acquisition is a pivotal step in our mission to provide comprehensive leadership advisory for ambitious high-growth companies and private equity investors. Peoplewise brings exceptional psychological depth and behavioural insight which, combined with our proprietary technology, enables us to deliver a truly multidisciplinary, tech-enabled approach to leadership evaluation and development.

"We see leadership as a quantifiable quotient. The intrinsic link between the management team and business performance is a tangible reality that gives us and our clients a significant advantage. By integrating data science, psychology, and human advisory, we empower leadership teams to navigate change, unlock potential, and drive sustainable growth. Our growth journey is all about creating a platform that transforms how leadership is understood and enabled."

Belinda Board, CEO of Peoplewise, added: "Joining LCap is a natural evolution for Peoplewise. We share a commitment to helping leaders thrive under pressure and lead with impact. Together, we will continue to innovate, combining behavioural science and technology to shape the future of leadership assessment and development."

Marco Anatriello, Investment Partner at Three Hills Capital Partners, commented: "We're delighted to support this strategic investment in Peoplewise. It's another critical step in LCap's continued development to provide clients with a full investment lifecycle proposition, underpinned by their proprietary technology and data science. The market for leadership assessment, development, and change appears to be entering an exciting phase, where customer demand is high, innovation is strong, and the supply of credible partners is limited."

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About LCap Group:

LCap is a leadership advisory Group focused on private equity-backed and high-growth businesses. Through its integrated, tech-enabled platform – comprising Confidas, DRAX, and Peoplewise – LCap delivers specialist services across leadership risk, talent, and development.

LCap is driving a shift from traditional executive search to a consulting-led, data-driven leadership model. In 2023, Three Hills invested £32.5 million in LCap Group to support the Group's M&A strategy. Headquartered in London, the team operates primarily across the UK and Europe with services expanding into the US and Middle East. Founded in 2003, LCap Group employs 150 people in the UK and has a network of around 200 private equity funds.

About Peoplewise:

Peoplewise is a specialist leadership consultancy delivering evidence-based solutions that support leadership development, resilience, and sustainable performance. Founded in 1992, Peoplewise has built a strong reputation for its rigorous, insight-driven approach to leadership evaluation and development. Its specialist approach integrates psychology, data science, and human insight to deliver scalable, tech-enabled leadership solutions across the investment lifecycle. Its services span high-stakes leadership assessment, executive coaching, and behavioural analytics, supporting clients across sectors to unlock leadership potential and drive organisational growth.