

POST-MERGER ACCELERATOR[©]

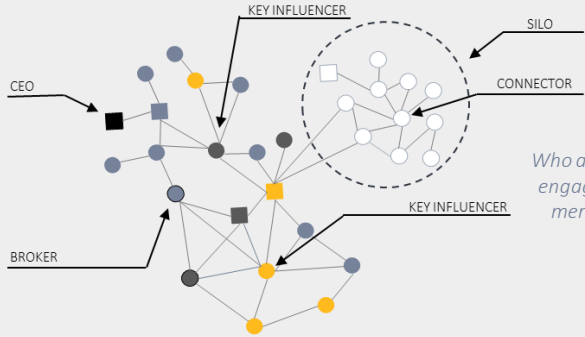
THE WHY

DO YOU WANT TO BREAK THE CURSE OF POST-MERGER FAILURE?

That mergers and acquisitions (M&A) often fail is a well-known issue. It is also known that the nature of M&A deals can vary greatly and therefore the causes of failure may be completely different from case to case. However, upon research, it becomes evident that challenges around people and culture are often mentioned as the main cause of failed integration (Aon Hewitt, 2011). Even though people and culture are essential in the success of every organizational initiative, we do not quite understand how to deal with this when merging two different organizations with different people and different cultures.

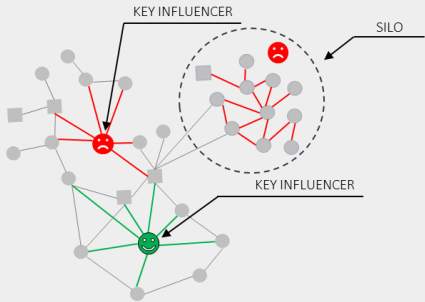
The **POST-MERGER ACCELERATOR[©]** equips your integration team with information and facts that enable a much more structured and efficient integration plan. As for any other major change initiative, it is crucial for the integration that you can quickly get the employees to take ownership and support the change. We help you do this when we map the collaboration networks, identify the key influencers, understand the engagement and, finally, track the integration progress. With this information you will know which employees you need to retain and activate to get everyone to take ownership. In the longer run, you will know whether the integration is progressing as planned, and make informed decisions about what additional action is needed.

THE WHAT



COLLABORATION

How do people collaborate? – Who connects across? – Are there any silo-based issues?



ENGAGEMENT

How is the engagement in the companies? – What is the attitude towards the deal? – Which parts of the companies are more positive or negative?

CHANGE AGENTS

Who are the key influencers you should engage as agents to succeed with the merger? – Who must be retained?



TRACKING

Is the integration progressing as planned? – What additional action is necessary?



BENCHMARKS

How does the integration compare to others? – Are we on- or off-par?

ABOUT INNOVISOR

Innovisor is the recognized advisory within organizational network analysis. It delivers its organizational diagnostics products and services to clients across the world.

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