

MAKING MERGERS WORK

A Guide to Managing
Mergers and Acquisitions



—Price Pritchett—

Making the Mergers Work

“Fast Growth calls for fast management.”

Making the Mergers Work helps prepare leaders for the difficult adjustments that lie ahead. The workshops focus is on providing leaders with the tools needed to reduce integration time, the most effective measure of a merger success.

The six-hour workshop;

- Is a tools-driven workshop instead of a lecture-driven session. Maximum time is allocated to participants to practice and use the tools provided.
- The 25 tools provided will help leaders keep attention focused on correctly managing the three merger pressure points: Communications, Productivity and Resistance.
- Help participants improve personal competencies required for successful merger integration and become change agents.
- Share best practices for both leaders and employees for merger success.

Agenda

Module 1 : Counter-Intuitive Moves for Merger Success

Module 2 : Predictable Dynamics Mergers Create

Module 3 : Providing Your Team C.P.R.

Module 4 : Regaining Commitment

Module 5 : Improving Individual Competencies For Leading Change

Module 6 : Best Practices for Merger Success

Key Objectives

- Understanding and anticipation of the unique and predictable behavior that occurs during a merger
- Development of counter-intuitive moves that capitalize on the opportunities
- A speeding-up of the integration process to achieve the desired results
- Management focus on the critical pressure points to increase the odds of success
- An understanding of why people are in resistance and the most effective way to help them move through resistance
- Improved communication and productivity
- Protection of key operating areas that have direct customer impact

Topics Addressed

- Why mergers shake things up
- How to reduce stress
- What the challenges introduced by a merger
- Why there is less trust
- How to handle resistance
- What can happen to communication
- Productivity – how to maintain it during the transition
- How to improve individual change competencies

Primary Result

By the conclusion of the workshop, participants will know the predictable dynamics, which are likely to occur during merger integration and have the tools necessary to understand and respond to the merger. This informed perspective will make managing the transition period less stressful, more rewarding and more productive.