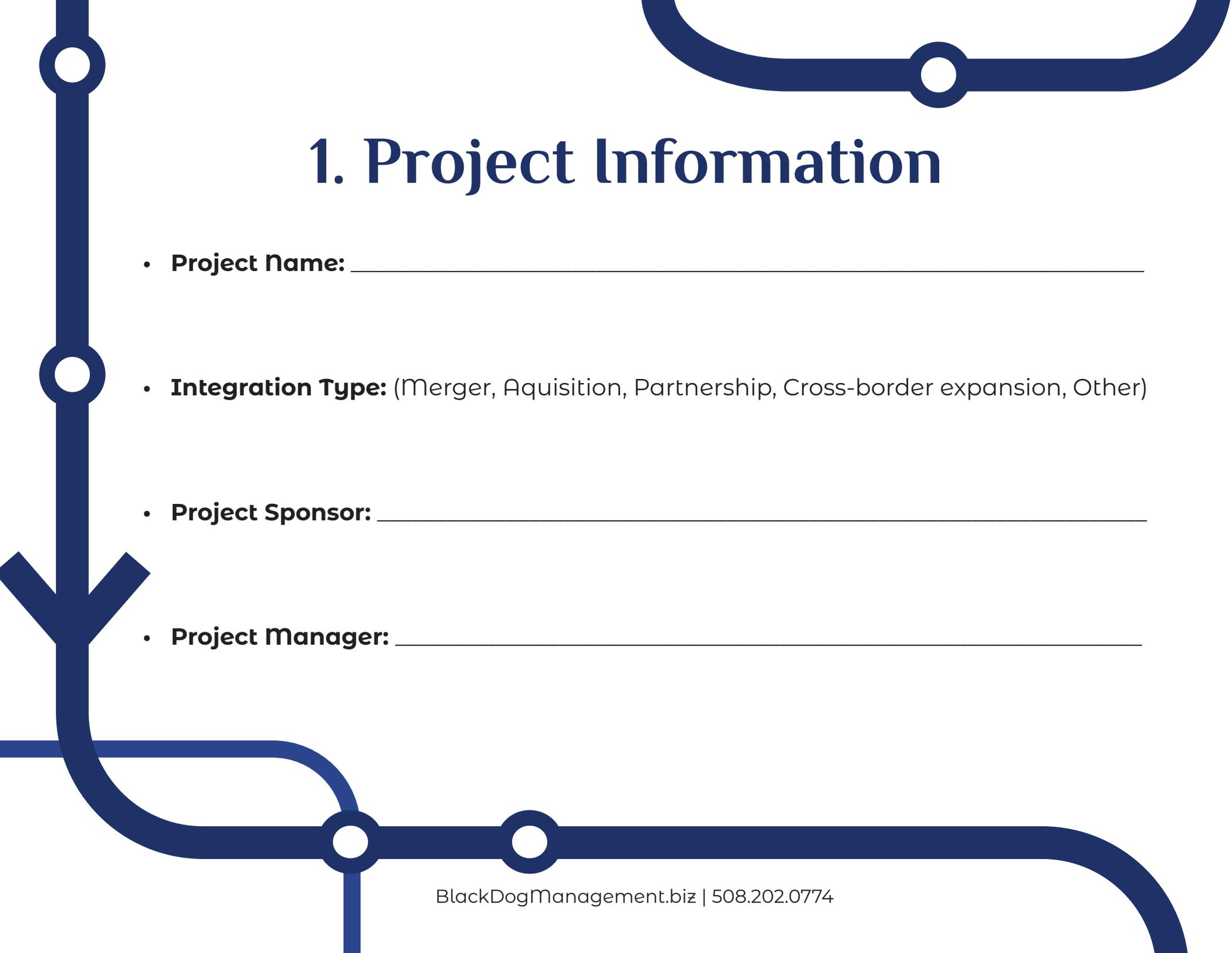




**BLACK DOG**  
**MANAGEMENT**

# Integration Project Roadmap Template

**Purpose:** To provide project managers and leadership teams with a clear structure for planning and tracking integration initiatives. Use this roadmap to align stakeholders, set priorities, and ensure smooth execution.



# 1. Project Information

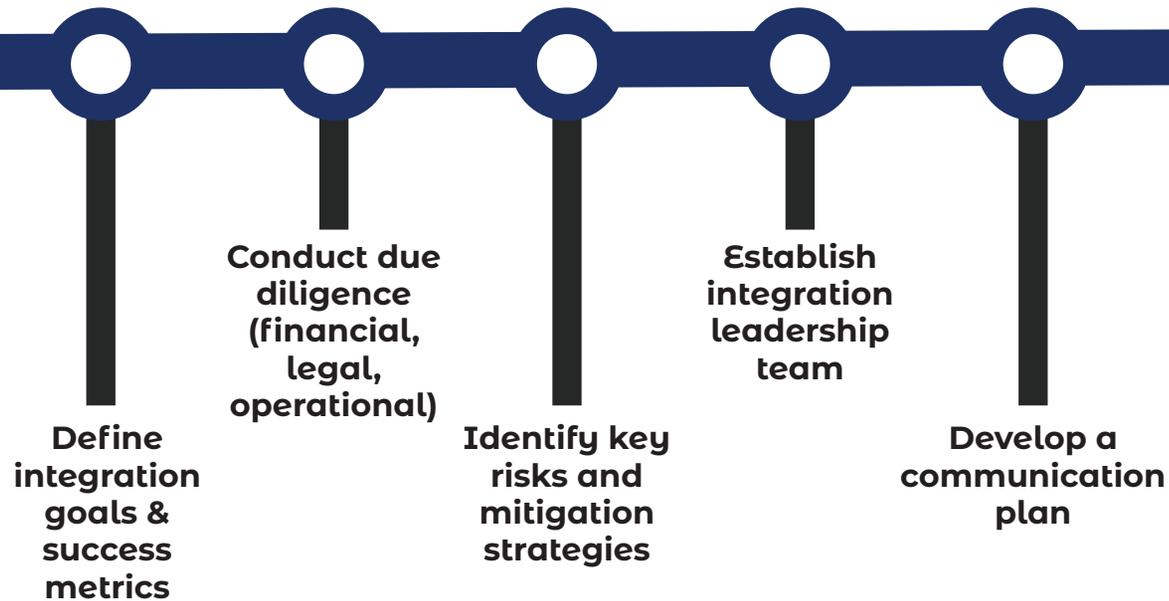
- **Project Name:** \_\_\_\_\_
- **Integration Type:** (Merger, Aquisition, Partnership, Cross-border expansion, Other)
- **Project Sponsor:** \_\_\_\_\_
- **Project Manager:** \_\_\_\_\_

## 2. Integration Objectives

- Combine operations efficiently
- Align brand and culture
- Integrate technology systems
- Retain key talent and reduce turnover
- Deliver promised synergies (cost, revenue, market share)
- Other: \_\_\_\_\_

# 3. Phased Roadmap

## Phase 1: Pre-Integration Planning



# Phase 2: Day 1 Readiness

**Align leadership announcements**

**Define quick wins to build momentum**

**Launch integration communication to employees**

**Ensure critical systems and processes are operational**

**Provide customer-facing continuity (support, sales, service)**

# Phase 3: System & Process Integration

Consolidate  
financial systems  
and reporting

Align HR  
processes  
(payroll, benefits,  
policies)

Integrate supply  
chain and vendor  
relationships

Migrate IT  
platforms and  
data

Harmonize  
compliance and  
regulatory  
requirements

# Phase 4: Cultural & Brand Alignment

**Define shared mission, vision, and values**

**Create a unified brand identity and messaging**

**Offer cross-cultural training and workshops**

**Recognize and celebrate joint milestones**



# 4. Milestones & Timelines

Milestone	Owner	Target Date	Status
Integration Planning Kickoff			
Day 1 Communication Rollout			
Finance & IT Systems Consolidated			
HR Alignment Complete			
Unified Brand Identity Launched			
Optimization Phase Initiated			

## 5. Risks & Dependencies

Key Risks: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Dependencies: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Mitigation Strategies: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## 6. Success Metrics

Key Risks: \_\_\_\_\_

Dependencies: \_\_\_\_\_

Mitigation Strategies: \_\_\_\_\_

Customer Satisfaction Score: \_\_\_\_\_

Time-to-Synergy: \_\_\_\_\_



### How to Use This Template

1. Customize each section for your specific integration project.
2. Assign owners and deadlines to each task.
3. Update the roadmap weekly to track progress.
4. Use metrics to evaluate long-term success.