

Unlocking Value by Integrating People



Ensuring your acquisition delivers

POST-ACQUISITION INTEGRATION IS WHERE VALUE IS WON OR LOST. WE HELP INVESTORS ACCELERATE INTEGRATION, PROTECT REVENUE DRIVERS, AND DELIVER THE RETURNS THEY EXPECT. WE DO THIS BY ALIGNING CULTURES, IMPROVING COLLABORATION, AND ENHANCING OPERATIONAL EFFICIENCY.



Acquisition challenges

Most acquisitions fail to deliver their expected sales growth or cost savings, with cultural clashes accounting for 50–75% of post-merger integration failures.

In our experience, we have seen:

- **Senior managers in merged businesses** locked in conflict, indecision, or inaction, stalling momentum.
- **Prolonged integration and uncertainty** leading to low morale, disengagement, high staff turnover, and the loss of key talent and revenue generators.

Without an effective people integration strategy, deals underperform: synergies are delayed, financial targets are missed, and investment value diminishes.

Integration isn't just about process - it's about people. Get the people right, and the value follows. That's where we come in.

Our Solution: comprehensive people integration services

FUSION COACHING'S PEOPLE INTEGRATION SERVICES INCLUDE:

PRE-ACQUISITION ASSESSMENT

- Evaluate leadership and culture to assess integration readiness.
- Identify challenges and success factors early.

EXECUTIVE TEAM DEVELOPMENT

- Assess structure and dynamics to identify performance gaps.
- Deliver tailored team coaching to enhance leadership and team effectiveness.
- Align leadership on purpose, strategy, and roles while strengthening trust and conflict resolution practices.
- Enhance leadership skills with personalised executive coaching.

CULTURAL ALIGNMENT WORKSHOPS

- Engage employees to identify shared values and accelerate integration.

STRATEGY DAYS

- Clarify goals and develop actionable plans.
- Generate alignment and commitment to delivery.



Benefits

Gain pre-acquisition clarity - Identify key steps for a smooth and successful integration.

Align leaders and staff - Existing and acquired executive teams and employees working effectively together to drive performance.

Retain key people - Engage those with essential product knowledge or client relationships to prevent innovation or revenue loss.

Accelerate integration - Speed up cost savings and sales growth.

We help you to achieve faster, more effective integration that delivers shareholder value.

Success stories

INTEGRATION OF TWO CONSULTING BUSINESSES INTO A PE-OWNED GROUP

Challenge: Disengagement and lack of progress on strategy development and execution post-acquisition.

Solution: High Performing Teams Programme with executive team of the merged businesses. Workshops with second-in-command and wider employees focused on cultural alignment and ownership of the integration process.

Outcome: Accelerated strategy implementation. Identified top five actionable integration priorities, with employees leading implementation.

ADDRESSED CULTURAL CHALLENGES IN A PE-OWNED BUSINESS IN PREPARATION FOR SALE

Challenge: Significant operational and cultural challenges following site consolidation, with differing working practices creating tensions between management and staff. Resistance to change and low morale threatened productivity and integration.

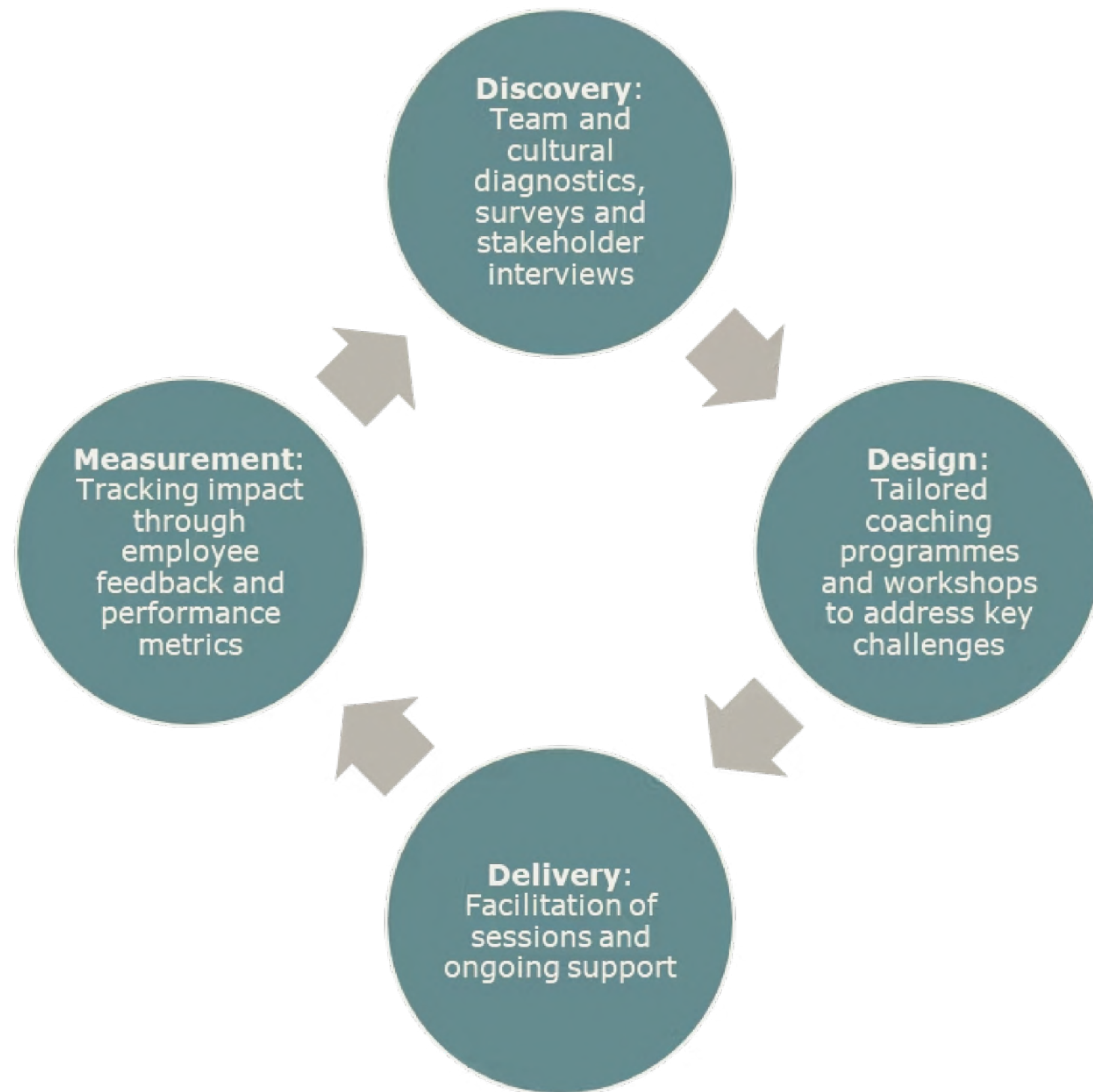
Solution: Organisational coaching programme to surface key issues, build trust, align on values, and develop new ways of working. Programme addressed communication, respect and conflict resolution.

Outcome: Increased collaboration, trust, and staff engagement and morale. The company became more cohesive and open to modernisation, contributing to a successful sale.

Service delivery model

Our approach enhances creative and critical thinking, enabling people to unlock new solutions and tackle integration challenges differently. We guide teams and groups to have more constructive conversations by drawing their focus to team dynamics, ways of working together, and interpersonal relationships.

By creating conditions for everyone to contribute to integration success, we generate sustainable behavioural change and equip people to meet the future needs of the merged business.



Meet the team



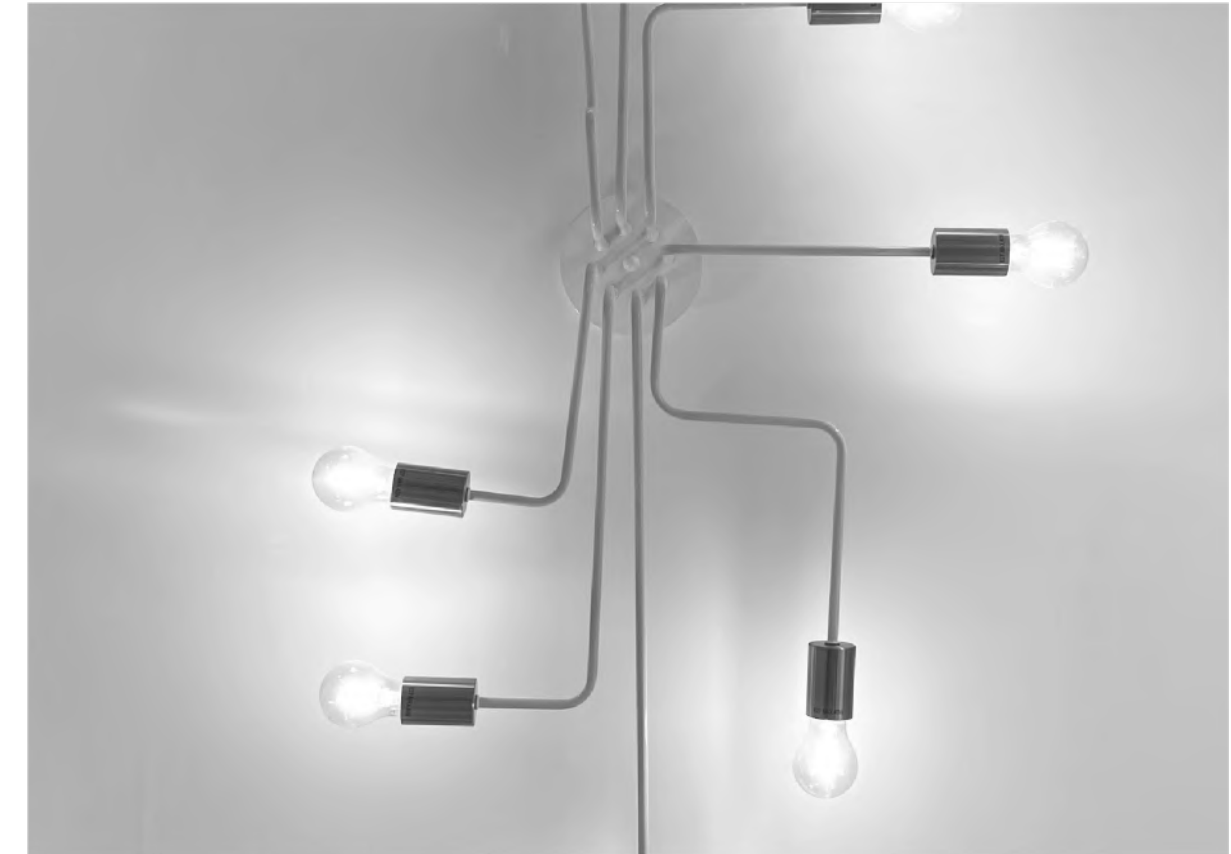
**TEAM COACH & DIRECTOR,
DUNCAN LANCASHIRE**

Duncan is a team coach with over 20 years of financial services experience, including executive and board-level roles at Deloitte, Lloyds Bank, and Sanlam.



**EXECUTIVE COACH & DIRECTOR,
RACHEL LANCASHIRE**

Rachel is an executive coach who helps individuals gain clarity and confidence in their careers. She has helped clients across diverse industries to create meaningful professional and personal change.



ASSOCIATE NETWORK

We have a network of experienced associate team and executive coaches, allowing us to scale our team for larger projects and effectively support bigger groups when required.

Financial overview

FLEXIBLE PRICING MODELS

Fixed project fees or ongoing retainer options.

Tailored proposals based on the scope of services.

ROI

Reduced integration timelines.

Improved employee retention and associated severance and recruitment costs.

Enhanced post-acquisition performance metrics.

Client testimonials

CEO, CONSULTANCY BUSINESS

Fusion helped facilitate our annual senior management offsite, and our objectives were not just met, but surpassed. Duncan created an environment that allowed for insightful, open, and constructive conversations among the board and senior management. His careful planning and empathetic approach fostered a sense of unity and trust, enabling us to collectively agree upon the themes that will shape our upcoming business plan.

His ability to guide managers towards structuring and presenting these themes to the board over the two days was excellent. The presentations were met with thoughtful dialogue, leading to actionable themes for further development. Duncan's contribution to our offsite was invaluable, and we look forward to continued collaboration with him.

CIO, ASSET MANAGER

Fusion delivered an organisational coaching programme with the aim of helping us to enhance our workplace culture. They enabled us to find new ways to break down siloes, increase collaboration between teams and reinforce our common shared identity. Duncan enabled participants to see the values that they share, which has led to stronger inter-team relationships. He also helped us explore ways to deal with conflict, which participants have found very useful.

Participants really valued the openness, honesty and togetherness that Duncan fostered in the groups. He encourages participants to reflect on the part they can play in bringing about change rather than believing that challenges are other people's to fix. Participants have felt a unity in the way we go forward from here.

**If you want your next
acquisition to deliver on
its financial promises,
let's talk.**

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