

Mergers & Acquisitions

SeedL helping you bring the people with you



‘We keep losing the people value behind the assets...’

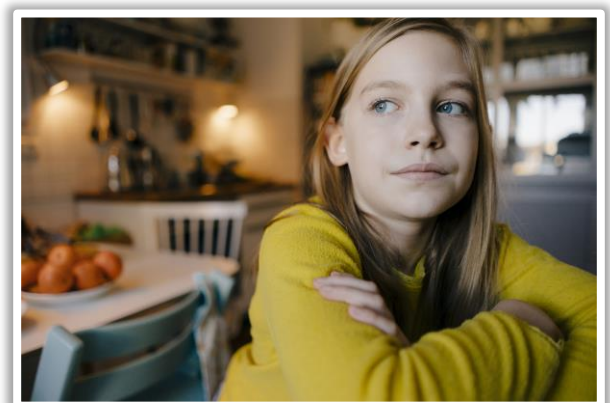
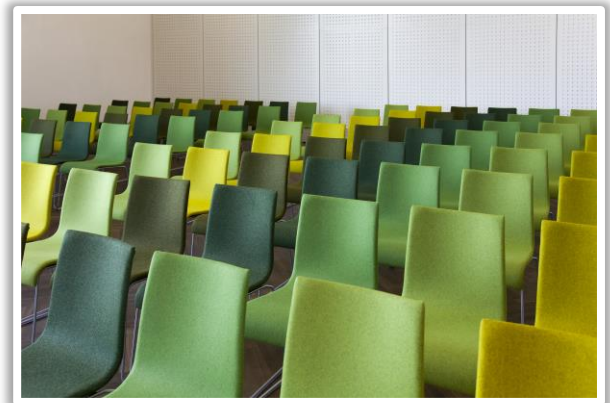
Many firms when acquiring other businesses, recognise one of the biggest risks leading to M&A failure is losing the people which held a significant part of the acquisition value. Whether in executive leadership, product expertise, software engineers, through to a sales organisation who hold the keys to the client relationships, getting the ‘people’ bit wrong can cause expensive mistakes.

For PE firms, acquiring, shaping and exiting businesses are part of their every day. But similarly, PE firms can be seen by the acquired as a threat to many of the people assets the acquirer wishes to retain.

SeedL Consulting support PE firms and businesses acquiring others to help retain often the biggest asset - its people.

SeedL M&A Consulting

SeedL offer delivery of support on the runup, during and post-acquisition. This is a combination of ‘playbook implementation’, consulting, custom learning events and SeedL business subscriptions to all employees across the acquired firm.



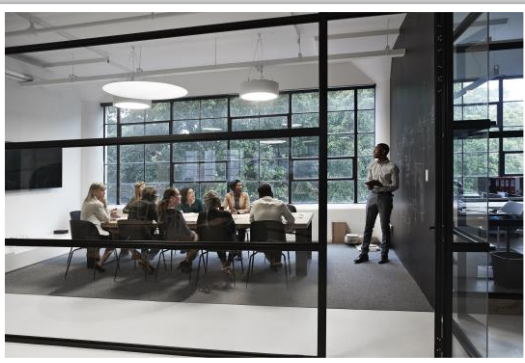


The Run Up

Whether a PE firm or business about to acquire, we work with you to understand the culture of the potential acquisition, and consider the headcount mix (departments / jurisdictions / manager population and HR community). We then offer a training programme to the merger designated team, from Project Management and Communication training, through to workshops to identify key personnel and identifying potential 'flight risks'.

Month One

Depending on the size of your acquisition, there's a number of areas SeedL can support. We work with the people leadership community of your acquired business on Change Leadership and Coaching Skills, supporting the idea of reducing 'uncertainty' that may exist in the newly merged workforce. We also run a number of compliance training events to ensure all employees within the new business follow mandatory learning.



Month Two

Looking to your newly expanded executive team, we run harmonization workshops, that look to support driving 'new' visions across the enlarged business. Furthermore, where teams and offices are likely to merge from two to one, we run team building workshops to instil collaborative behaviours and improved relationships. Additionally we get the combined teams to build 'people harmonization charters' to ensure there's alignment of ways of working, moving forward.

The new life beyond 100 days

The truth is, the measure of SeedL's success is all about retaining as many of your good people as possible, and boosting colleague engagement of the acquired firm's team. That's why we include a 12 month SeedL Unlimited subscription for all employees within your acquired organization, meaning they all feel invested in as quickly as possible. Additionally, depending on the need, we offer executive coaching, and further leadership events for your business as it finds its 'new normal'.



With your investment in a new business full of surprises, and financial expectations, let SeedL reduce the people risks with our M&A dedicated product.

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