

SETTING UP FOR SUCCESS - ACQUISITION INTEGRATION



PHOTO BY CLAY BANKS ON UNSPLASH

IT STARTS WITH CULTURAL ALIGNMENT

No alignment=success at risk

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Cultural Alignment is Key

This focus may be an afterthought to working through the financial or market considerations, but it should be a high priority consideration.

If you're reliant on the people from the acquired company to make the acquisition successful, you need to focus on cultural alignment during due diligence and map out a plan for integration.

INQUIRE ABOUT ALIGNMENT IN THESE AREAS:

How are decisions made and communicated?

How hierarchical or flat is leadership?

How collaborative is the organization?

In my experience working with acquired senior leaders, the trust between leadership stakeholders on both sides of the transaction is a critical starting point.

IT'S KEY TO INVEST IN THAT RELATIONSHIP.

Get started by...

- Spending time discussing what the future will look like for the teams
- Fleshing out the role of the leader in the new organization - level of autonomy and decision-making
- Focusing on what will be different and how conflict will be resolved
- Investing in coaching for the senior leaders being acquired as they make they transition from owners/key decision makers into a new environment



My Experience

With over 25 years working in HR leadership roles at Accenture and EPAM, I've had the opportunity to be personally involved in the due diligence and/or talent integration for over 15 acquisitions. These acquisitions crossed geographic borders, and the ease of integration was heavily impacted by the alignment of the leaders and organizations up front. I am passionate about helping selling or acquiring organizations address these areas early in the process to increase the likelihood of success.



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