



Making Acquisitions Successful

Research regularly confirms that 80% of mergers and acquisitions fail to live up to expectations. The Sunday Times reports that 61% even fail to cover the cost of the capital invested. Typical major causes include:

- ✔ A clash of cultures
- ✔ A clash of management
- ✔ A loss of clear identity
- ✔ Organisational drift
- ✔ Uncertainty about the future
- ✔ A departure of key people

The risk of failure can be significantly reduced if adequate planning takes place covering the post-acquisition management of people, communication and culture.

The business leaders at LeaderShape have extensive experience of making acquisitions work far after the deal has been completed.

Top six actions that will enable success:

1. Creating and communicating certainty about the future as soon as possible
2. Addressing the new organisation structure and confirming quickly
3. Going out of your way to acknowledge the positive aspects of the acquired organisation
4. Clearly communicating expectations
5. An understanding of the culture strengths and differences
6. Cross-business task forces reporting to the CEO responsible for cultural alignment or integration

LeaderShape supports this programme through...

- ✔ Its proprietary LOCS culture audit that:
 - ✓ compares the cultures of the organisations,
 - ✓ identifies the ideal culture(s) that will unify the organisation
 - ✓ highlights cultural issues that need to be addressed
- ✔ An assessment of key people
- ✔ Objective facilitation of cross-business workshops
- ✔ One-to-one coaching of key people who have new or changed roles and relationships
- ✔ Advice on communication

Good leadership, effective communication and a sensitive but practical approach to cultural issues will generate the synergies that justify the deal.

The benefits of the LeaderShape approach are:

- ✔ The chances of severe operational dysfunction are dramatically reduced
- ✔ Less management time is required to resolve culture clashes and human factors
- ✔ A positive climate is created
- ✔ The merged or acquired business will be able to reach optimum performance more rapidly
- ✔ The new organisation will understand the culture issues - fruitful differences will be tolerated and changes accepted
- ✔ Key staff will be retained and productivity optimised
- ✔ Morale will quickly recover from a period of uncertainty

For further information on our services contact us on **0870 990 5576** or visit our website at www.leadershape.biz