

## Pre-Merger Coordination and Facilitation

When companies reach the decision to combine, they still face many critical obstacles that could easily derail their plans. That's why CEOs enlist a trusted Merger Facilitator, a professional who is skilled at coordinating all of the due diligence and other pre-merger activities necessary to maintain momentum and drive the transaction to a successful, on-time close.



# MERGER FACILITATION



## THE PEOPLE ISSUES ARE VITAL

The success of any business combination rests largely on the people issues. We can help prepare your team in these areas:

- Pre-empt the culture clashes and turf wars.
- Facilitating workshops that result in team cohesion, the creation of cultural standards and new performance expectations.
- Assisting HR and Management with the design of new reporting structures and coordinating the leadership transition process.
- Coaching for speeches and presentations to Boards, shareholders and employees.

## DRIVING THE PROCESS TO CLOSE

We help drive the transaction to a successful close, assisting in such areas as:

- **Orchestration of professionals.** A successful outcome requires considerable input and reliance upon a myriad of outside professionals. Schedules must be choreographed to ensure proper sequential staging of professionals who have interdependencies. Bankers, accountants, attorneys, technology vendors who must evaluate product mapping on different systems platforms, facilities people must be coordinated for reviews of potentially redundant locations, etc. We facilitate this process.
- **Engage in shuttle diplomacy** to address tough issues. Politically touchy issues that are awkward or risky for the merging parties to publicly approach can be tactfully and artfully addressed in private.
- **Keep everyone focused on the big picture.** The professionals (attorneys, bankers, accountants, etc.) are so busy representing the interests of "their" party that they can lose focus on the larger picture of getting both sides to make the mid-course adjustments and compromises necessary to complete the transaction.