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~~Integrations (Part 1) Managing Talent and
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Mergers & Acquisitions Integration Handbook offers no-nonsense guidance for managing a successful integration, preparing you for the various integration challenges you may encounter. Author and renowned M&A expert Scott Whitaker presents the best practices with pragmatic insights and proactive strategies to inform your thinking toward crafting the optimal integration strategy for

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integration process and framework that
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of mergers and acquisition integrations.

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How to avoid the 50% drop-off in productivity
that routinely occurs Techniques for
retaining key talent Why you must cut the
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period in half Ways to minimize employee
resistance Why merger management should start
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Overview. Proven strategies and tactics to
manage the integration of acquired and/or
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This chapter provides an overview of the critical role of IT and its importance in planning and executing a successful integration. In addition, half or even more of the potential synergies resulting from an integration are related to or dependent on IT. No matter how contrary doing so may be to an enterprise's culture, it is important to invest sufficient resources, budget, and attention in IT before and during an integration to maximize the potential that all those synergies will be realized.

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Along with an accompanying website featuring access to a PowerPoint of a sample integration play- book, Mergers & Acquisitions Integration Handbook gets you up to speed on integration issues and basic practices so your team can efficiently tackle integration projects in a way that preserves and protects the value of your transaction.

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Well-designed playbooks can help: ■ Connect
corporate development processes to

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integration planning processes. ■ Specify who needs to be involved and when. ■ Anticipate and document key decisions that need to be made in each phase. ■ Document anticipated risks and issues requiring action. ■ Provide parameters to ensure day one readiness. ■ Outline processes and steps for unique M&A scenarios (eg, carveouts). ■ Provide clear rules of engagement and protocols for managing sensitive information.

~~How to Successfully Integrate Mergers and Acquisitions~~

Dublin, Dec. 18, 2020 (GLOBE NEWSWIRE) -- The

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"China Contract Research Organization (CRO) Industry Report, 2020-2026" report has been added to ResearchAndMarkets.com's offering. In 2020, the world CRO market is expected to be worth \$69.9 billion with a year-on-year spike of 9%. The contract research organization (CRO) industry has been galloping amid the global pharmaceutical market steadily ...

Proven strategies and tactics to manage the integration of acquired and/or merged

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Companies Mergers & Acquisitions Integration Handbook is a comprehensive resource to help companies create a scalable postmerger or acquisition integration process and framework that accelerates operating and business benefit goal realization. Includes tools, templates, forms, examples and checklists to provide a no nonsense "handbook" style approach to managing an effective integration. Helps integration managers quickly get up to speed on various integration challenges, including guidance on developing detailed operational and functional integration plans to support

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flawless execution. Reveals how to avoid integration failure by establishing an in-house integration management office to handle integration projects. Includes a sample integration playbook that can be used to create a core competency within companies to support ongoing integration activity. Botched integration is the number one reason mergers fail. Mergers & Acquisitions Integration Handbook shows you how to develop, execute and implement merger integrations and business strategies to realize your organization's mergers and acquisitions goals.

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Proven strategies and tactics to manage the integration of acquired and/or merged companies Mergers & Acquisitions Integration Handbook is a comprehensive resource to help companies create a scalable post merger or acquisition integration process and framework that accelerates operating and business benefit goal realization. Includes tools, templates, forms, examples and checklists to provide a no nonsense "handbook" style approach to managing an effective integration. Helps integration managers quickly get up to speed on various integration challenges, including guidance on

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developing detailed operational and functional integration plans to support flawless execution. Reveals how to avoid integration failure by establishing an in-house integration management office to handle integration projects. Includes a sample integration playbook that can be used to create a core competency within companies to support ongoing integration activity. Botched integration is the number one reason mergers fail. Mergers & Acquisitions Integration Handbook shows you how to develop, execute and implement merger integrations and business strategies to realize your

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Most firms of a certain size will turn to Mergers & Acquisitions in their search for growth, forcing almost all managers to face up to the challenge of integration at some point in their career. For many managers it is often their first and only time, and M&A integration is high on the list of things that many managers need to learn more about. According to many studies, 50 to 75% M&A

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transactions fail to deliver their expected value. One of the main reasons for failure is late or wrong integration, or bad integration management. There is a significant demand for more information on best practice in Post-Merger Integration. This book intends to equip those managers for the task... Danny A. Davis demonstrates how to handle the post-merger integration process and show how to restructure, consolidate, reduce costs, create efficiencies and perform M&A, from smaller transactions to mega-mergers. The focus is on integration planning and delivery. The book combines a

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general/strategic view with detailed information on how to actually conduct M&A Integration via very practical tools and check lists that will prove essential during pre-deal M&A integration planning and Post deal delivery, as well as to ensure their success.

"When is the Deal Done?" The greatest barrier to successful integration is cultural incompatibility. Undervaluing or ignoring the human dynamics related to an M&A transaction can prompt the departure of key talent that were among the assets that made the

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acquisition attractive to the buyer in the first place. The importance of an organization's culture, particularly as a risk factor in M&A integration, cannot be underestimated. Harvard researchers report that firms that managed their culture realized a nearly seven-fold increase in revenue, compared with only 166% for firms that did not manage culture. You will discover how using transition teams, an integration manager, and a comprehensive employee communications strategy rank among the best practices the 5C Integration Model for strengthening your M&A Integration the 5C

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“The failure rate of mergers and acquisitions is unreasonable, unacceptable, and unnecessary,” say Claude S. Lineberry and J. Robert Carleton in this much-needed resource, which outlines their unique, proven, and practical process for increasing the success of mergers and acquisitions. Written for all those with a vested interest in the success of the deal—board of directors, executives, managers, employees,

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and shareholders—and based on years of research and real-world experience, Achieving Post-Merger Success is a down-to-earth guide that gives stakeholders the tools they need to Profile and assess corporate cultures Identify potential or actual culture clash barriers to a merger or acquisition Determine what to do to avoid, minimize, and resolve culture clash Plan for efficient and effective post-merger cultural integration of the two organizations

Navigate cross border M&A for a flawless integration execution Cross Border Mergers

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and Acquisitions is a practical toolbox for corporate strategy and development professionals dealing with the many challenges involved in cross border M&A. With a detailed discussion of key market specifics and broadly-applicable critical insight, this book demystifies the cross border M&A process and provides a host of practical tools that ease strategic implementation. A geographical overview explains the trends in major M&A markets including Australia, Brazil, China, Russia, the U.K., and the U.S., and industry-specific guidance covers Financial Services, Aerospace and Defense, Health Care, Tech,

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Manufacturing, and more. Leading experts relate lessons learned while managing actual PMI (post merger integration) processes, and the discussion of cultural impacts and specific situational needs provides deep insight into the type of leadership a flawless integration requires. Corporate restructuring and internationalization efforts are increasingly relying on cross border mergers and acquisitions. Strategies, motives, and consequences are a complex navigational minefield, but this insightful guide provides solid, actionable guidance for leading a successful integration. Understand

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the region-specific details that make an impact. Overcome common challenges and manage complex deals. Gain practical insight and valuable tools for leading integration. Learn the most current best practices for PMI® processes. Cross border M&A is complex, with myriad challenges and obstacles inherent to the situation. Successful integration and a smooth transition are critical, and there's little wiggle room—it's a situation where you have only one chance to get it right. Cross Border Mergers and Acquisitions is an essential guide to the process, with key tools for execution.

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The ultimate "tricks of the trade" guide to mergers and acquisitions Mergers and Acquisitions Playbook provides the practical tricks of the trade on how to get maximum value for a middle-market business. This book uniquely covers how to prepare for a sale, how to present the business most positively, and how to control the sale timetable. Written in a straight-talking style Provides the tricks of the trade on how to get maximum value for a middle-market business Shows how the sellers can take capitalize their inherent "unfair advantages" Examines the

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differences between "value" and "currency"
Explains how to handle bankruptcy and
distress company sales Offers tips on
managing your lawyers in the documentation
process Filled with empirical examples of
successful-and unsuccessful-techniques, this
practical guide takes you through every step
of the M&A process, from how to manage
confidentiality, how to create competition
(or the impression of competition), to what
to do once the deal is closed.

Over 70% of all mergers and acquisitions are
doomed to fail according to Harvard Business

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Review. When deals fail, they destroy billions of dollars in value, affecting companies, employees, retirees, and communities. Over a quarter of business leaders say avoidable problems with people, leadership, and culture are the primary cause of deal failure. This means the key to a successful M&A requires you to uncover significant people issues before it's too late! The HR Practitioner's Guide to Mergers & Acquisitions Due Diligence shows you how to avoid the HR headaches that arise in M&A—and make your deals more likely to beat the odds. In this step-by-step guide, Dr. Klint

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Kendrick, who has personally led dozens of deals and is Chair of the HR M&A Roundtable, provides practical teachings, tools, and techniques to help you understand: - How people, leadership, and culture issues will determine if your M&A is a success or failure -The six vital areas HR must explore for your due diligence efforts to make a difference -Eight powerful methods for extracting critical data from the information ecosystem so you can uncover problems earlier -Four fundamental ways to mitigate the HR risks that will doom your deal to failure if they're not addressed -A no-nonsense approach

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to assessing and retaining top talent during M&A, ensuring business continuity and maximizing value capture. Overflowing with real-life examples and actionable tools and templates, this practical book helps you tackle the most vexing people issues that arise during business sales and acquisitions. Klint Kendrick, Ph.D., SPHR is a sought-after expert on issues of people, leadership, and culture in M&A. He has worked on dozens of public and private mergers, acquisitions, joint ventures, and divestitures, making him a respected authority in the field. His presentations on the human side of M&A have

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been heard by HR and Corporate Development leaders at high-profile events sponsored by Mercer, Willis Towers Watson, The Conference Board, Thomson Reuters, Bloomberg BNA, and McKinsey. Dr. Kendrick chairs the HR M&A Roundtable, a peer-learning forum for HR professionals working on M&As. Learn more about the roundtable at www.MandARoundtable.com.

A comprehensive new framework for winning at M&A from up-front planning to postmerger integration The challenges of mergers and acquisitions can be daunting—but the

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opportunities and benefits they offer forward-thinking companies can be tremendous. Winning at Mergers and Acquisitions offers a critical new approach to strategic M&A based on the authors' pioneering concept of marketing due diligenceSM. Covering every stage of market-driven M&A planning and integration, this book shows how to look beyond the quick hit to focus on long-term growth rather than short-term cost-cutting. Featuring dozens of real-life case studies—including both failures and extraordinary successes—plus inside comments from leading M&A specialists, this book contains crucial guidance on: *

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Predeal planning-how to identify your
strategic needs and pinpoint the merger
candidate(s) that will help you meet them *

Sizing up targets for acquisition-how to
examine the essential marketing, sales, and
product issues that will determine a good
company "fit,".strategically and culturally *

Revenue enhancement planning-how to identify
ways to drive top-line growth and develop
action plans to generate near- and long-term
revenues * Filling the pipeline-how to
prioritize and actualize the critical steps
necessary to drive shareholder value *

Developing communication programs-how to

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design and execute communication strategies to garner support for the merger by employees, customers, and other stakeholders
* Building a comprehensive postmerger integration plan-how to align diverse corporate cultures, develop training and reward programs, and move beyond the turf wars and lack of productivity that hamper the success of mergers and acquisitions. Last year more than 7,000 mergers and acquisitions were completed, with a collective price tag estimated at more than \$800 billion. And although they are known as highly effective means of achieving corporate growth and

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strategic advantage, these transactions are fraught with pitfalls: Statistics indicate that a third of these deals will fail and another third will not bear out the expectations of the merger partners. What can businesses looking to undertake strategic mergers and acquisitions do to ensure that they do not fall victim to confusion, multimillion-dollar losses, declining market share and profits, or any number of other negative results of failed transactions? The answers are in *Winning at Mergers and Acquisitions*, a pioneering step-by-step guide to growth-driven planning and swift,

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effectively post-merger integration.
Challenging the conventional emphasis on cost-reduction synergies, this book presents the authors' groundbreaking blueprint for mergers that yield strategic synergies and high returns in meeting long-term growth, increased market share, and revenue generation objectives. Mark Clemente and David Greenspan explore in detail the marketing, sales, and organizational issues that are vital aspects of successful M&A ventures. They take executives through the entire strategic M&A process—from setting objectives, to evaluating target companies,

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to aligning corporate cultures in an effort to ensure problem-free integration. They show how to maintain a sharp focus on the markets that will be reached by the merger—and they offer invaluable advice on charting a steady course through the often tumultuous period of integration, when organizational chaos can cause the merged company to lose momentum, market share, and the backing of customers, prospects, and shareholders. Winning at Mergers and Acquisitions is essential reading for CEOs, managers, deal makers, and others looking to capitalize on one of the most important methods of effecting corporate

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issues that power that growth.
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