

Leading Change / Sustaining Success Consulting Services

Mergers & Acquisitions: Cultural Integration

Overview:

GlobalEdg consultants work with leadership teams and Human Resources organizations that are facing the challenge of organizational and cultural integration as a result of M&A activity. Often company intangibles such as organizational values and cultures, long standing signature processes and critical people resources will directly impact the success or failure of a merger/acquisition. We provide managers with pragmatic tools to lead with confidence through uncharted change and ways to create quick “wins” for employees.

Focus:

- An integration approach that addresses inherent similarities and differences in the different organizations.
- Conduct Cultural Assessment Process through interviews with key stakeholders in both companies.
- Identify signature heritage processes and checklist of problem areas that are shared with senior leadership team.
- Support integration teams in the creation of shared vision and high value work plans that address organizational and cultural enablers/barriers.
- Work with Human Resources to develop best practice retention strategies for key leaders and top talent.
- Provide managers and employees with tools to build resiliency, alignment and engagement during transition period.
- Support communications required to align business objectives and people strategies during times of organizational integration.

Target Group:

Leadership teams and Human Resource organizations.

Format:

Customized project plan depending upon need. Typically a 6-9 month project.

Change Implementation

Overview:

This document details three key facets of engaging a change initiative with the dual purpose of achieving the business results and developing change management capability:

- Deployment process
- Training
- Roles

Deployment Process:

Deploying change management is intended for specific change initiatives within a geography (or multiple geographies where necessary) and follows the GlobalEdg Stages of Change model. The strategy is to build capabilities while addressing critical business needs relative to that initiative. The following deployment sequence will take a disciplined, coordinated, and multi party approach:

Stage 1: Assess the Situation

- Identify key hot spots and business needs "change initiatives"
- Prioritize what needs attention first - "the" change initiative

Stage 2: Establish the Case

- Gain leadership commitment
- Identify key stakeholders / potential roles
- Assess the organization's readiness

Stage 3: Develop the vision and goals

- Align on end game and specific deliverables

Stage 4: Launch actions

- Charter teams and support roles relative to the initiative
- Deploy teams

Stage 5: Solve Problems and Rapid Improvement

- Identify issues / problems and fix them

Stage 6: Anchor the Change

- Modify and align structures and organizational elements to sustain change

Stage 7: Improve the organization

- Align change with other changes
- Identify additional areas that can / should change based on this initiative

The Change Toolkit

- Overview:** A fast-paced, unpredictable environment requires organizations to be truly change adept by responding with practical and effective strategies. The Change Toolkit provides managers an effective method for implementing sustained change by assessing needs and maximizing resources. It also provides organizations the ability to put new ideas into practice resulting in a strong internal change capability of sustained success.
- Focus:**
- Apply a common change framework for analyzing needs and implementing change projects.
 - Use change toolkit to implement change and get results for a current business priority.
 - Demonstrate skills for engaging a change project after training.
- Target Group:** Leadership teams, HR business unit partners, L&D managers, project (change) teams
- Format:** Customization depending on needs