



THRIVING IN THE POST-MERGER ENVIRONMENT

Can you predict the future? Why is it that some companies do so well after mergers, while others struggle? The merger & acquisitions rate in 2014 was higher than the previous five years combined. How can you maximize the synergies and minimize the risk in the post-merger environment?



COMMON CHALLENGES OF POST-MERGER INTEGRATION

Mergers are complex. The resulting organization will have multiple and likely conflicting processes and tools, varying compliance requirements, potentially redundant departments, teams and roles. The merged organizations will likely need to integrate communication, technology, and workflow systems. And while all of this is happening, the work can't stop.

HOW PDG CAN HELP

PDG has two areas of focus for the post-merger environment:

Aligning the New Learning Organization

One of the biggest challenges post-merger is gaining alignment on procedures and practices. Companies that may have done things very differently need to settle on a common approach. In a situation like this, time is the critical factor; the longer it takes to accomplish, the more cost and risk can accrue. Using our High Performing Learning Organization model, we create a learning organization that is stronger and more capable.



Optimizing the Learning Strategy

Learning strategies are not one-size-fits-all, and the merged organizations will need a learning strategy that builds synergy from the strengths of both organizations. PDG focuses on how people, processes, and technology will change in the new organization, and create learning strategies that address the key business reasons the merger was created in the first place.

PDG SUCCESS STORIES

PDG has been working with post-merger issues for years. Here are a few examples:



Speeding Results through Process Alignment

After the merger of two major pharmaceutical companies, PDG helped align the product development processes of the two companies into a single consolidated process.



Minimizing Risk through Regulatory Consistency

PDG worked with major Life Sciences organization after they acquired a small biotech, aligning the smaller company to the larger company's compliance strategy.



Increasing Reliability through Leadership and Communication Practices

PDG helped a manufacturing organization implement new leadership and communication standards when new plants were brought on as a result of a merger.



Improved Client Retention through Common Goals

A services organization grew through rapid and frequent acquisition of local companies. PDG helped them slow client churn by gaining commitment to a common process from employees from acquired companies.



ABOUT PDG

PDG is a global leader in providing workforce transformation solutions which build value for our clients by aligning workforce performance with corporate strategy. We work with our clients to create the strategy, develop the solutions and provide a scalable implementation capability to drive business results through improved workforce performance. Headquartered in Malvern, PA, PDG offers a comprehensive suite of products and services that support the entire workforce transformation lifecycle. PDG is proud to have been driving business success for our clients since 2002.