

ACQUISITION INTEGRATION

Ten (10) reasons to hire a seasoned, interim executive to put on the "Blast Suit" and lead your acquisition integration

1. Cost

Companies don't have the internal resources to assign to an acquisition integration to do it right

2. Disruption

Existing management fears creating a costly disruption in the acquired target

3. Burden

Existing managers already have a day job and may cause serious delays by not prioritizing integration

4. Overlooked

Talent and "stars" of acquired company often overlooked and/or exit early

5. Politics

The interim executive is not connected to either company's political structure and can be objective and speak freely.

6. Experience

The interim executive brings experience and best practices of completing acquisitions for other companies. Most companies do one acquisition every 5+ years.

7. Noise

The interim executive can distinguish real problems from noise like cultural differences, feelings of resistance, lack of vision, fear of being excluded, organizational misalignment.

8. Customers

The interim executive ensures that the customer experience is not negatively impacted by disparate sales, customer service, ERP systems, order management protocols and supply chains.

9. Time

The interim acquisition leader will establish a timeline with hard milestones and report progress to a Steering Committee of carefully selected stakeholders.

10. Toil

The interim executive will lead the teams and reduce the "human toil" and accelerate the average acquisition experience.