



## People and Organisations

### Merger, Acquisition & Re-structure

Our client has sought over a number of years to integrate several companies acquired by a number of acquisition types. Sensitive to the fact that most acquisitions fail to realise anticipated value-add, and knowing that poor integration is the primary cause of this, the client commissioned VBL to design and handle cultural integration for a succession of acquisitions.

VBL provided consultancy, coaching and support throughout the acquisition process from "cultural due diligence" to integration of leadership teams and the management of change.

#### Features

- ▼ Working alongside the M&A team as 'people specialists'
- ▼ Conducting leadership and team audits
- ▼ Meeting facilitation
- ▼ Design & delivery of change & integration programmes
- ▼ Coaching support for change leaders

#### Outcomes

- ▼ Early identification of cultural fault-lines
- ▼ Planned roll-out of "soft" integration issues alongside hard issues
- ▼ Client maintains profitable "business as usual" during integration

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