



Info Sheet Mergers and Acquisitions

For many organisations, growth through acquisition and merger is a major agenda point on the business plan, and a large amount of the success of such a task is built around the smoothness of the transition. In every instance retained employees need to be brought onboard and made to work together effectively, without a clash of different organisational cultures or procedures.

How **HR Advantage** can help...

Our consultants have over 25 years of successful experience when it comes to leading companies through acquisitions and mergers. Typically, we are involved from the initial stage of the project, as part of the team, providing all the necessary support throughout the entire process.

Features

- We work with you to develop a project plan, identifying the key issues and objectives.
- We develop a people plan balancing the short-term goals of the project with the broader strategic needs.
- We note any skill gaps, training requirements, new posts and new working practices, etc.
- We assess the impact of changes on the different departments / sites / activities and of the entire organisation itself.
- We support negotiation and engagement between the various stakeholders.
- We work to understand stakeholder concerns to anticipate problems.
- We draft all employee communications.
- We manage and conduct the HR due diligence.
- We assist people to cope with changes, performance management and motivation issues.
- We ensure you comply with TUPE.
- We can assist with all your employee consultation.
- We project manage all transition and post merger integration activities.

Benefits

- Retain effective and talented staff.
- No need to develop or maintain expensive in-house resources.
- Our specific expertise on recent legislation, requirements and issues ensures compliance.
- Reduces the risk of ex-employee legal action.
- Smooth transition allows the new business to get running quickly and effectively.
- Knowledge transfer and new HR process positions the new business for growth.

For further information on this topic or any of our other services please contact us by telephone on **+44 (0) 1494 451681** or via email at contact@hradvantage.co.uk