



DUE DILIGENCE AND M&A INTEGRATION

OVERVIEW:

Actual experience with business and private equity firms along with solid research has demonstrated that an investment, merger or acquisition succeeds or fails more on the basis of leadership and culture than on the basis of markets or strategies. J.Jones Consulting can provide insights and warnings relating to the people-side of the businesses during the due diligence phase, merger or acquisition as well as assistance in the start-up or integration phases to ensure success. We identify leadership and culture issues and solutions before they become costly problems.

PROCESS:

For ultimate success, all steps should be undertaken, however, based on the nature or stage of the investment, merger or acquisition, selected services can still be efficacious. Assessments are conducted through instrumentation (individual, 360, senior team or entire organization) and extensive personal interviews. Results are normed against a large data base of successful leaders and organizations.

- **Assessment** of individual leader's or entire senior executive team's leadership styles, strengths and vulnerabilities, differences and similarities to other organizational units, potential transitional ease or disruption
- **Assessment** of organizational functioning including leadership, strategy and tactical alignment, culture, systems and structures and constituent relationships
- **Options and Recommendations** to manage, leverage or intervene based on findings in assessment phase
- **Implementation of Solutions** might include such things as executive or team coaching, leadership changes, organizational interventions for culture change, translation of high level strategies into specific action plans with accountabilities and measures.

RESULTS:

- More informed decision making on the advisability of investment, merger or acquisition
- Clarity about the skill and leadership styles of individual leaders and executive teams
- Cohesive leadership among and between organizations
- Awareness of organizational culture, strengths and weaknesses
- Insight into keys to business success and likelihood of future growth
- Integration planning and interventions that work