

INTEGRATING ACQUIRED BUSINESS

Accelerating Effective Leadership Relationships

OVERVIEW



Integrating businesses swiftly following acquisition or merger is vital in order to get the key people to focus on the important things quickly. Key talent often feels threatened and flight risks are high.

We have seen that the difference between success and failure often lies in getting senior management to work together quickly. Fast-tracking the trust development process can build a population of advocates who know each other, trust each other and speak a common language. Synergies such as cross-selling opportunities, sharing knowledge and sharing talent soon follow.

We run challenging and rewarding management development initiatives that provide key people with the tools to make the change a success. This approach produces practical solutions, engages key people and gives them the tools and confidence to lead the change effectively.

HOW IT WORKS

We work with you to identify the key population which you want to target and devise a pragmatic, interactive programme to tackle existing issues which are resistors to successful integration. We will provide individuals with the key management skills required to get their teams aligned and performing whilst they tackle personal high impact challenges. The organisation will also identify 'challenges' for the team to investigate and present solutions. This accelerates action through achieving buy-in and agreement and potential 'owners' of the solutions. Previous examples include "How do we maximise cross selling opportunities?" and "How do we retain talent at this time of change?"

Participants attend a number of action development workshops with their colleagues and work together to develop their management capability and tackle the issues and opportunities that need to be addressed. A learning environment of openness and trust is established and relationships are forged as people work on the real issues together before making key recommendations on how to drive through change to their sponsors.

PROGRAMME OUTCOMES

We have had great success in breaking down the barriers, helping people to share and solve their concerns and getting people to look forward and start to make the new business really perform. We have seen people who were sworn adversaries become supportive colleagues working together on shared challenges.

PREVIOUS INITIATIVES - EXAMPLE CONTENT

Programmes are developed with you and can be tailored to fit around existing or planned initiatives. For further information concerning our tailored programmes please email

andrewporteous@happenconsulting.com

or call on
07786 176050

- Creating practical solutions to real business challenges
- Leading change and dealing with resistance
- Quality improvement and innovation
- Building high performing teams
- Developing shared values and ways of working
- Influencing others
- Developing a one business mentality
- Business relationship development and networking to win business