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VIDEO SUMMARY:

Virtualizing the People Experience During Integration

M&A Virtual Summit

www.masience.com

KEY TAKE-AWAYS:

1

Companies today are generally falling into two categories:

(1) continuing deals and looking at more investments, or (2) slowing down M&A activity, being more cautious, and using this time to reflect and improve best practices related to M&A.

2

Now more than ever, top leaders are learning the importance of change management

and having a formal change management team, or, at very least, having a framework so a structured, intentional approach can be taken with the people side of a deal; more change is happening now than ever before, and companies must monitor the pulse on the employees they are acquiring, while also helping current employees who are dealing with all the other factors/changes in the world.

3

When you focus on the characteristics that make a deal attractive,

remember the underlying value/reasons for the deal are related to the talent - the people.

4

In terms of performing deals and onboarding new employees during COVID's work from home scenario,

more IT resources are needed, as well as more workshops and help sessions; ideally, these sessions should be small in size and instructions/information should be broken down into smaller steps.

KEY TAKE-AWAYS:

5

Overall, integration leads need to be more disciplined, thoughtful, and diligent

because they are creating new processes for integration and onboarding.

6

As leaders and teams increasingly leverage collaboration and communication tools,

some positives have emerged, such as more access to, and communication with, leadership (the hierarchy has diminished a bit because working from home breaks down some barriers) and teams interacting more on chats assisted by their video cameras, beginning sessions by genuinely connecting and personally touching base.

7

Some practitioners are seeing people getting a bit bolder

and using their voices a bit more to express concerns; CEOs might not be used to this, but this more open line of communication can help build an inclusive environment.

8

Collaboration platforms and tools recommended by our panel include: Slack, WebX, and Blueline;

also the practice of building a website with critical information, checklists, and past presentations for acquired employees becomes even more powerful during these remote times.

KEY TAKE-AWAYS:

9

Developing a M&A leadership portal is another best practice;

this can be done by a team in HR, and it works to provide different perspectives and teach leaders what needs to be on their radars; specifically, material is written for the leader being acquired and the front line supervisors; this is particularly powerful when the leader goes over it in front of the new employees (even virtually).



Watch Video Here

<https://dealroom.net/webinars/virtualizing-the-people-experience-during-intergration>