

PRE-CLOSE TEAM ALIGNMENT CONFIRMATION



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Ensuring genuine commitment before signing on the dotted line.

A firm's acquisition team had completed due diligence at the acquisition target. Prior to signing the acquisition papers, AO was used by the 14 executives and acquisition team members to make their Go/No-Go decision.

AO was used to ensure that all parties genuinely endorsed the Go/No-Go decision, with everyone on the same page about what they would be taking onboard, or rejecting.

AO surfaced a surprisingly weak overall level of alignment (74). On one hand, the alignment analytics illustrated the due diligence team's support for the acquisition (80), with three key elements of the post-merger integration plans enjoying solid alignment (83, 84, 88).

At the same time, AO identified critical misalignment around three of the assumptions built into the business plan (66, 66, 70) – the need for certain retained staff, the timing of investments, and the consolidation of the supply chain partners.

The majority of misalignments were resolved within the team, with two items being taken to the executive leadership team for clarification.

The acquisition took place, with known alignment amongst those leading its integration, few surprises and no course corrections in the first year.

CONSULTANT SERVICES:

Consultative: Creating a pathway in achieving your results with your business members input and employee observations of what is key for the benefit of your clients.

Advisory: Bringing diverse perspectives from unrelated industry operations and processes in seeking new opportunities in efficiencies.

Collaborative: Alignment optimizations delivers on a full spectrum of progressively engaging and impacting methodologies that deliver the results you and your clients expect.

KEYNOTE SPEAKER/WORKSHOPS

TRAINING & FACILITATION

COACHING & MENTORING

STAY CONNECTED



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Aligning Performance Improvement w/Corporate Strategy