



Post Merger Integration: How to align structures and strategies for a successful merger

The Metaplan
Merger Catalyst
Program




Why Post Merger Integration regularly fails

According to Harvard Business Review, between 70% and 90% of mergers and acquisitions fail.

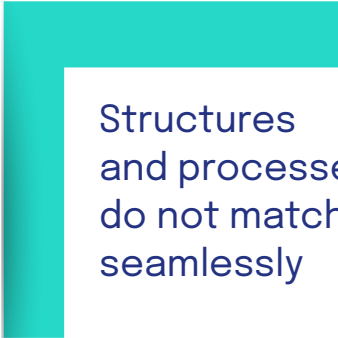
Especially in the first phases of integration **typical problems** arise all at once:



Cultures do not seem to match



Leadership teams are not aligned



Structures and processes do not match seamlessly



Strategies do not correspond

Metaplan triple-A-approach to successful integration

Analysis

Tools developed in organizational science help to analyze pitfalls of integration



Alignment

Interactive consulting creates alignment in leadership teams



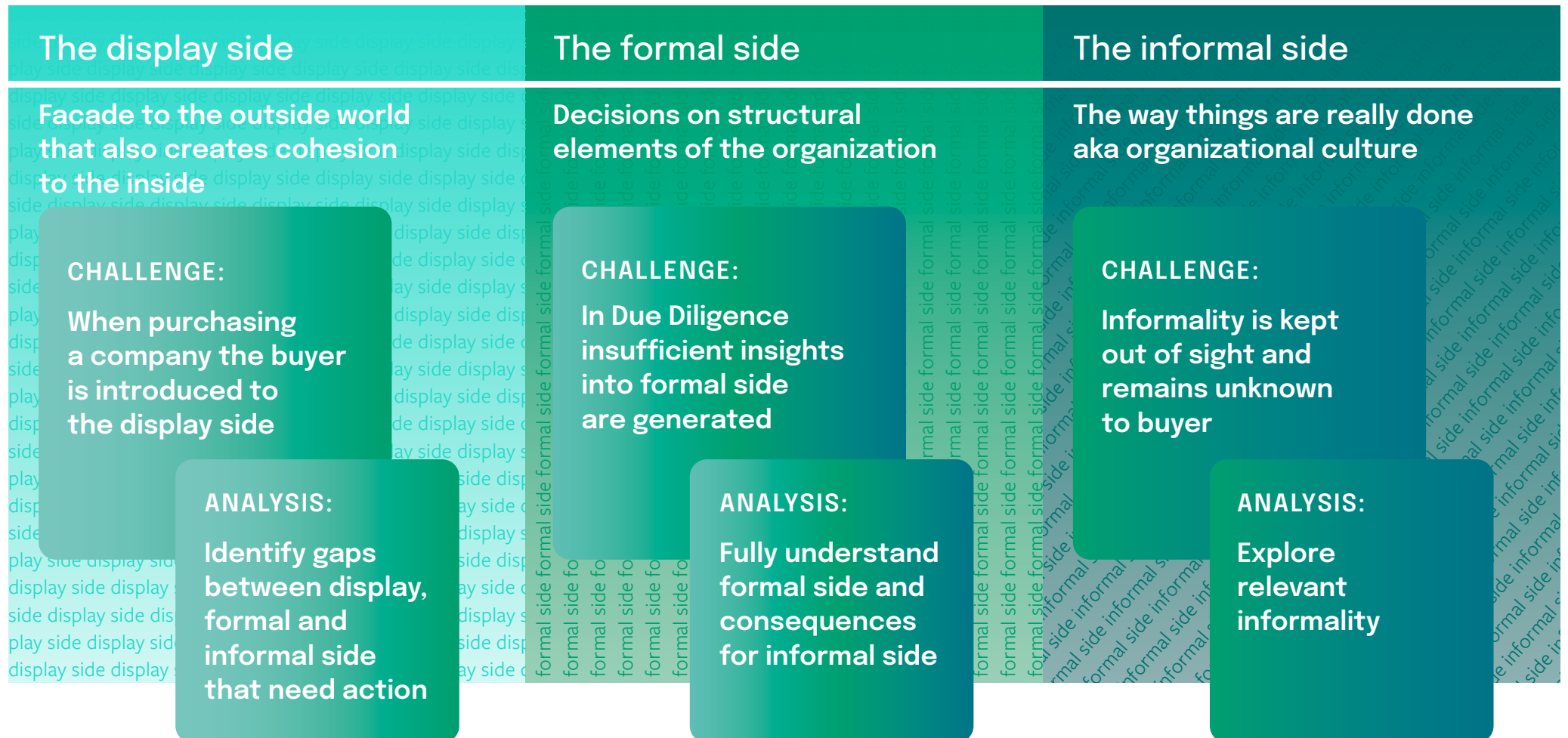
Action

Decide on new structures and strategies, remedies and preventive measures



Shaping a shared culture: **Metaplan** serves as trusted advisor to both sides – as a PMI catalyst

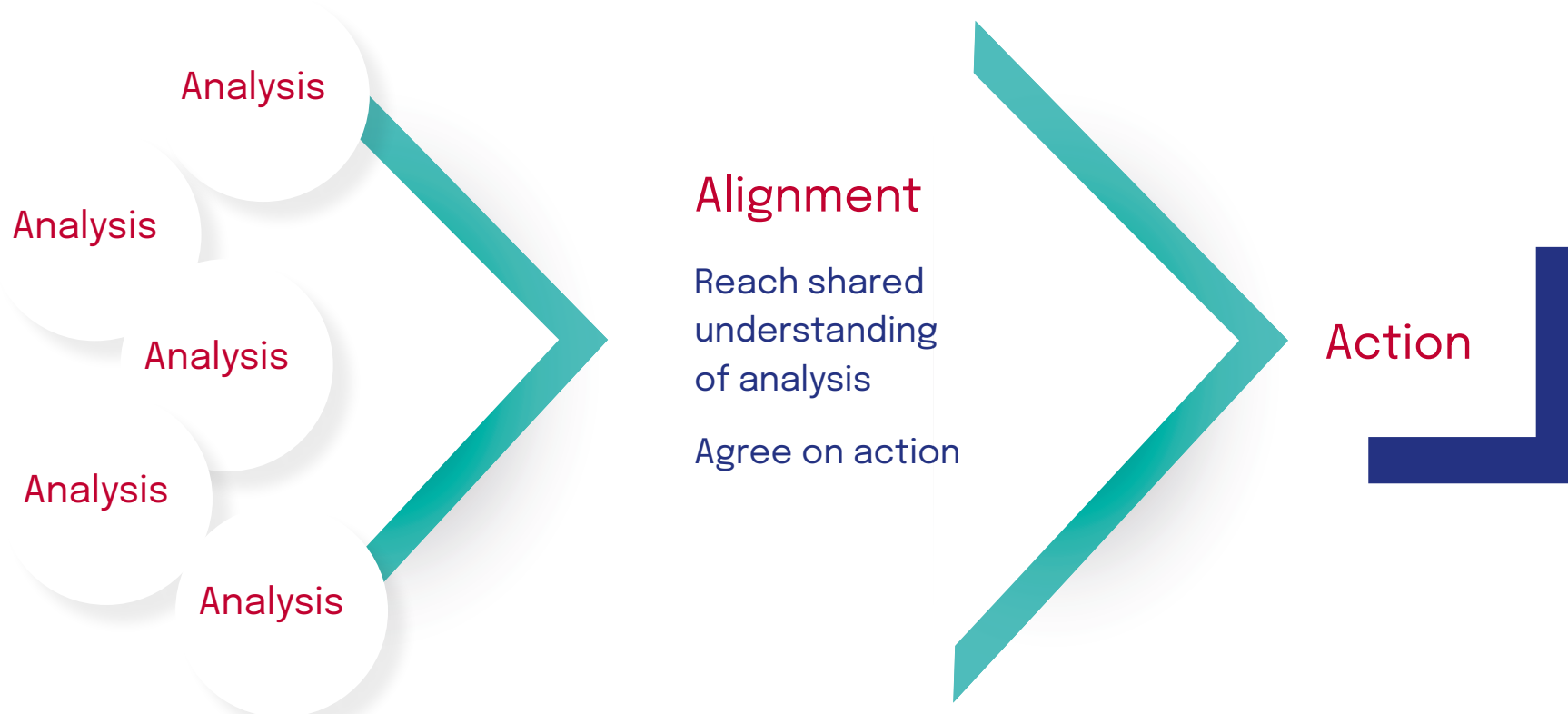
Analysis by differentiating the three sides of the organization to identify typical challenges in Post Merger Integration



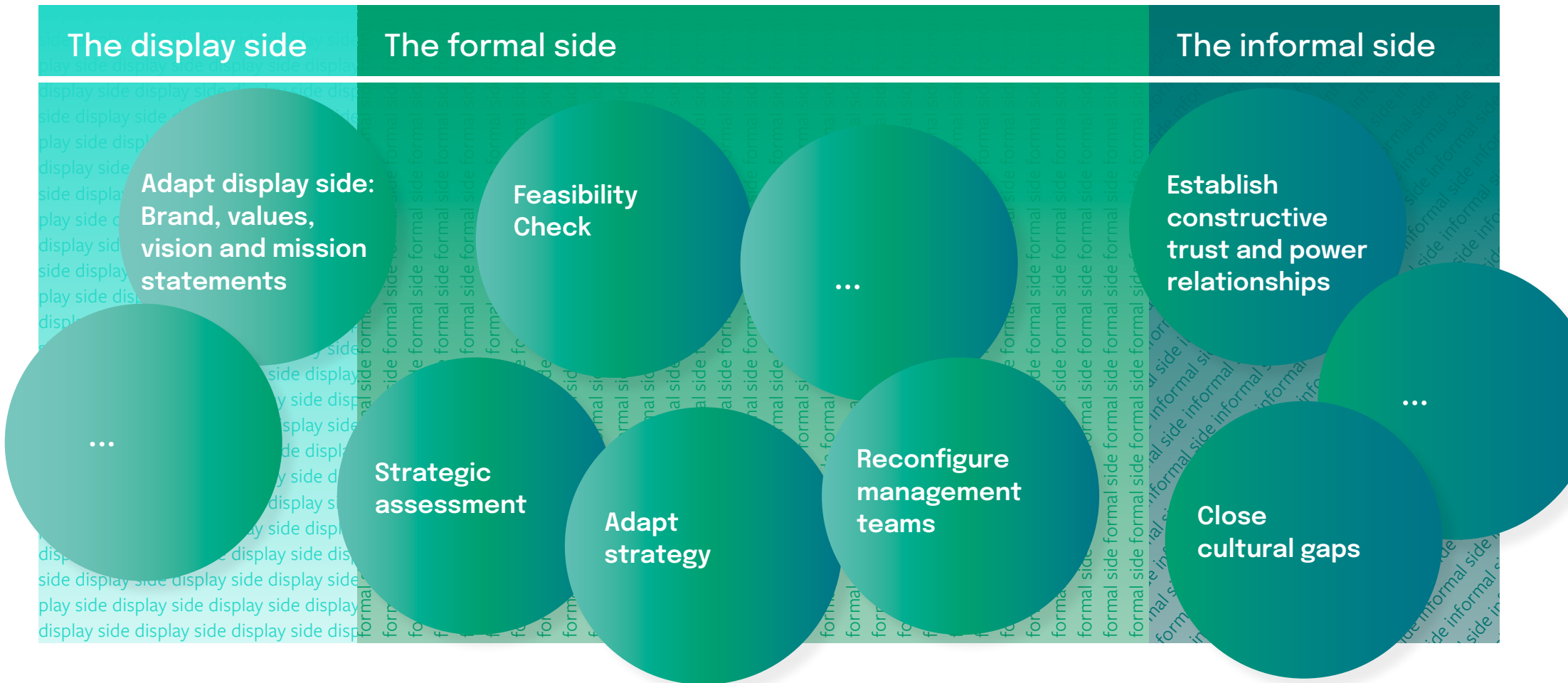
Alignment Shared commitment needs shared understanding between relevant stakeholders

We set up discourses. We arrange interactions and workshops between selected stakeholders to explore potential for shared understanding.

As moderators we connect between different ways of thinking. We serve as catalysts to define common grounds, shared views on the status quo and ways forward.



Action Take steps on all three sides of the organization to address the specific challenges of this Post Merger Integration



Metaplan at a glance: Pioneer of strategy and organizational consulting



Key Data

Founded 1972
Head Office in Quickborn,
near Hamburg
9 locations worldwide
in 9 countries
Revenue 2021: ~12 Mio. Euro

Business Fields

Structure & Strategy
Consulting
Insights & Strategy
in Life Sciences
Leadership & Organization
Academy

Team

65 consultants worldwide
35 of them in Hamburg
10 of them in Zurich

Get in touch to discuss your PMI challenges
www.metaplan.com



Cordula Rieger
Principal

CordulaRieger@metaplan.com

T +41 (44) 267 20 26

M +41 (79) 419 96 66

Metaplan AG für
Planung und Organisation

Löwenstrasse 2
8001 Zürich



Helen Taylor
Principal

HelenTaylor@metaplan.com

M +49 (173) 38 444 22