

## Post-Merger Integration

You have acquired a company in Queretaro, Mexico, and according to your expectations, this acquisition will enable you to increase your production by 30% and will significantly reduce your manufacturing costs.

It sounds like a great plan, until you realize that combining the newly acquired entity is not as easy as it seemed. The right people must devote time and effort to make this investment productive.

*“Will the new people understand our expectations? Our processes? We have a great culture and our policies reflect that... how will we make it work? Will their technology actually work 100% with us? How will training employees work? English has to be the official language, but I don’t want to lose any valuable resources because of language. Our systems are in the cloud and theirs are still on-premise, how can we make that work? Are there any legal issues with our plan? I hope we are right about those financial benefits we are supposed to experience!”*

Sounds familiar?

### You have questions and Nepanoa has answers

Nepanoa’s team has accompanied clients through acquisitions in different countries before. Apart from the technology, legal and finance aspects of this type of integration, we find that the most challenging piece is guiding employees throughout the integration: culture, expectations and ways of working.

#### Making Change Stick

Nepanoa will work with you after the integration to ensure that the newly acquired capabilities are exploited, new technology adopted, updated processes followed and people are comfortable under the new way of working. We will continue to track the metrics to measure success and perform post-acquisition actions to accomplish the goals established.

#### Let’s Go Together

Our execution experience in cross-border change initiatives is unparalleled. We will collaborate with you to successfully integrate the newly acquired company, reducing risk and increasing business value. In addition to the technical components of the integration, the execution of communication and training strategies are a priority to make this effort successful.

#### Ready, Set, Go!

Ensuring that we are ready for kickoff, we will establish the milestones of the project and a detailed project plan that will guide us throughout the integration. Governance, sponsorship, issue resolution processes and a set of roles and responsibilities for each of the key stakeholders will be defined.

#### Bridging the gap between the Goal and Execution

Leveraging our experience and knowledge in accompanying companies through international acquisitions and the specific nuances of this effort, we will define the right execution strategies to ensure that the integration is a success.

#### Why should we change?

Understanding how the acquisition fits into your overall strategy, we will evaluate both companies’ current state to ensure that we are covering all bases. We will focus on evaluating the impacts from a people, business and technology perspective, while starting to measure the overall “feeling” of the acquisition by the employees of both companies.

#### Reinvent or Die

Our team will collaborate with you in building a Case for Change describing the benefits, risks, dependencies, budget and financial results expected from the acquisition. We will help you understand how the appropriate integration will impact your business as a whole, and not just your production capacity.

#### Go vs No Go? That is the question

Nepanoa’s evaluation, case for change and recommendations will provide you with meaningful pieces of information to make a decision as to how to integrate the acquired company. We will always consider the impacts on your people, business and technology in the near, medium and long term.



#### Identifying the North Star

We will drive interactive workshops to imagine how the future looks, help you define what success is and how it will be measured. The future will be designed together, aligning objectives and creating a roadmap to a successful integration.