

Accelerated M&A Integration to Drive Growth

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SPEED TALK:

Accelerated M&A Integration to Drive Growth

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**WRONG
WAY**



15

Acquisitions

4X

Revenue in
5 years



glassdoor

4.6 ★★★★★



Reasons you do an acquisition:



1. Access to a new geography



2. Access to accounts



3. Access to a new product or service line

“We’re going to leave you alone and
keep your leaders in their roles”

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... but if we aren't hitting our numbers, we're going to need to make changes.

“We’re going to merge the best elements of the two cultures”

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...but, our culture is really pretty amazing.

“We’re going to learn best practices from you and make the whole company better”

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... but our processes have been battle tested for years and we know that they work.

“You’re going to lead the way
with accounts and bring our people
in when it’s appropriate”

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... but we need control with our most important accounts

Why Does M&A Fail?



***The combination becomes less than
the sum of the parts***

Make
important
changes
**when the
deal is hot**



- Break the reporting lines
- Onboard your new employees
- Set cultural expectations
- Engage your new customers
- Migrate systems and processes



Thank you!



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