

The Human Factor in Mergers and Acquisitions: Keys to Sustainable Success



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THE COST OF OVERLOOKING HUMAN CAPITAL

- A merger isn't just a financial transaction; it's a people transaction. When human capital is overlooked, the real cost is the loss of trust, talent, and long-term value.
- If people are the ones driving the merger forward, why are they the last to be considered?
- What would happen if human capital was treated as the priority, not an afterthought?



STRATEGIES FOR CULTURAL ALIGNMENT

- Cultural alignment isn't about forcing uniformity; it's about finding common ground to build a shared vision that fuels collaboration and growth.
- Think of cultural alignment as blending two colors into a vibrant new shade—not erasing one for the other.
- When employees see their culture respected, they see the merger as an opportunity, not a threat.

RETAINING TALENT AS A GROWTH STRATEGY

- *In every merger, people don't just want a paycheck—they want a purpose. Retain their purpose, and you'll retain their loyalty and innovation.*
- When leaders communicate clearly and frequently, they turn anxiety into engagement.
- Retention isn't just about holding on to people; it's about empowering them to help build the future of the new organization.
- If you want your next acquisition to be among the 30% that succeed, let's start by putting people at the center of the plan.

THANK YOU

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