

Jonson Beaumont Core

Merger integration support

Post-merger there are many important components to make the new firm come together as one. Brand, location, a common strategy. But one of the most tangible is the IT systems. It is amazing how just 3 months before the merger Partners likened using the PMS to descend into Dante's 4th circle of hell. Then post-merger they are willing to man the barricades to defend "their" IT systems.



To avoid conflict post-merger firms might be tempted to kick the can down the road by continuing with multiple existing systems, to park any decision until other issues are sorted first. However even in the short term this can cause more issues that it solves -increased costs, complexity, and potential risks for ethical and legal issues.

With proper planning and calm, logical and reasoned decision making, the selection and implementation of a firm wide systems is one of the key elements to make the new firm one.

During the due diligence firms will have investigated not just the IT systems and costs, but also the data that the other firm uses and holds. Look not just at the operational aspects but account and conflict management and practice development, which are all linked to systems. But post-merger you are now a different firm with a different strategy, locations, and growth plans. You will potentially have very different requirements for your IT systems. This a perfect opportunity to review all systems to ensure they are fit for purpose, certainly not the time to use them as a political football – your PMS, our Document management.

Having a dispassionate expert who has been through the merger process and is an expert in their field is the best way to ensure that your investment in IT delivers the returns you need and also that the IT systems can become a unifying component of the new firm.

This does not mean a huge investment in IT; it could be as simple as developing a well thought out strategy to over time combine and consolidate the existing systems with well-defined agreed and understood phases for the changes. In fact, over time there could be savings with economies of scale and rationalisation of systems and licencing. We all know that change makes staff and partners nervous, a merger is as bigger change as a firm will experience and to have an expert who understands this and can listen to the concerns will help reassure everyone. There is a need to develop a strategic plan to manage the post merger selection and implementation of the key IT systems that meet the new firm's strategic goals. There is often an understandable feeling of

upheaval and disjointedness especially with IT changes, but new circumstances can help you focus on the benefits of integrating systems. A plan which can be explained, understood and agreed by all key stakeholders will bring reassurance and become a core component in unifying the new firm.

At Jonson Beaumont Core we have a number of highly experienced individuals who qualified to deliver post-merger implementation of IT systems for firms.

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