



Jonson Beaumont Core

Merger Integration Support

Are you thinking of merging? Or perhaps struggling with a recent merger? Integration will give rise to some tough questions, so you must deal with them before day one of the merger. Leadership, decision making processes and identifying “where the buck stops” on both legal and administrative issues are crucial to success. When two firms merge, what will be the new management structure, how will management decisions be taken and how will the merged firm be perceived by current and new clients as well as your staff?

We can make your merger work for you by actively engaging in a collaborative way. We don't just write a report, we execute it.

Unfortunately, many mergers fail – and for many different reasons.

Here are a few (but not necessarily all) of the causes:

- Poor planning resulting in chaotic execution/integration
- Absence of a project plan and failure to measure progress against the plan
- Lack of clarity over management roles and the decision-making process
- Inadequate resources directed towards the integration
- Uncontrolled merger costs
- Failure to merge cultures
- Internal cultural and “power” clashes
- Unclear internal and external messaging, leading to Client confusion as to the new offer and Loss of clients and revenue
- Staff uncertainty, disenchantment, and subsequent loss of key staff members
- Unwillingness to make the tough decisions
- Eye off the ball of “business as usual”
- Incompatible systems and processes
- Building and location issues

You can dramatically reduce the chances of failure by bringing in our specialist team, which includes CEO's, COO's, CFO's, CMO's, CHRO's and CIO's to help you through the most difficult challenge your firm has had to face. With both extensive skills and experience in executing the integration of successful mergers, our people will lead and guide you through the pitfalls. We tailor our approach to each individual situation, to ensure that your newly merged business meets everyone's hopes and expectations.

<https://www.jonsonbeaumont.co.uk/core/>

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