

	Key Activities	How We Help	Support	Data	Benefits
<b>M&amp;A Growth Strategy</b>	<p><b>Key Activity</b></p> <ul style="list-style-type: none"> <li>Development of M&amp;A growth strategy</li> <li>Building M&amp;A growth team and capability</li> </ul>	<p><b>How We Help</b></p> <ul style="list-style-type: none"> <li>Understanding your current cultural strengths, gaps, and risks</li> <li>Utilize our understanding of your current culture to inform the development of a M&amp;A Growth Strategy</li> </ul>	<p><b>Examples of Support</b></p> <ul style="list-style-type: none"> <li>Assessment of your organizational culture, climate, and people strategy</li> <li>Strategic M&amp;A advisory</li> <li>Executive coaching</li> </ul>	<p><b>Typical Data Available</b></p> <ul style="list-style-type: none"> <li>Data from your organization</li> </ul>	<p><b>Benefits to Process</b></p> <ul style="list-style-type: none"> <li>Ability to make informed decisions about the M&amp;A Growth Strategy based on the realities of your current culture</li> </ul>
<b>Target Identification</b>	<p><b>Key Activity</b></p> <ul style="list-style-type: none"> <li>Identification of possible targets that help meet M&amp;A growth strategy</li> <li>Selection of target(s) for deeper investigation</li> </ul>	<p><b>How We Help</b></p> <ul style="list-style-type: none"> <li>Gaining initial insight into elements of the cultures of potential targets that may introduce risk in moving forward</li> </ul>	<p><b>Examples of Support</b></p> <ul style="list-style-type: none"> <li>Open source culture assessments of potential targets</li> <li>Strategic M&amp;A advisory</li> <li>Executive coaching</li> </ul>	<p><b>Typical Data Available</b></p> <ul style="list-style-type: none"> <li>Data from your organization</li> <li>Open source data from potential target organizations (Glassdoor, internet documents, etc.)</li> </ul>	<p><b>Benefits to Process</b></p> <ul style="list-style-type: none"> <li>Ability to add additional data and insight into benefits and/or risks associated with potential targets early in the process</li> </ul>
<b>Conduct Due Diligence</b>	<p><b>Key Activity</b></p> <ul style="list-style-type: none"> <li>Deep investigation of target(s) in order to confirm or deny a potential deal</li> <li>Identification of specific risks, concerns, etc. that may impact a deal</li> </ul>	<p><b>How We Help</b></p> <ul style="list-style-type: none"> <li>Developing a deeper understanding of the true culture of the target organization being vetted</li> </ul>	<p><b>Examples of Support</b></p> <ul style="list-style-type: none"> <li>Initial culture assessment of potential target</li> <li>Strategic M&amp;A advisory</li> <li>Executive coaching</li> <li>Leadership alignment</li> <li>Data analytics</li> <li>Process facilitation</li> </ul>	<p><b>Typical Data Available</b></p> <ul style="list-style-type: none"> <li>Data from your organization</li> <li>Open source data from potential target organizations (Glassdoor, internet documents, etc.)</li> <li>Detailed data from target executive team, archival HR and operational data</li> </ul>	<p><b>Benefits to Process</b></p> <ul style="list-style-type: none"> <li>Addition of detailed target information allows for more in-depth analysis of benefits and risks associated with deal from a cultural and people perspective</li> </ul>
<b>Transition Planning</b>	<p><b>Key Activity</b></p> <ul style="list-style-type: none"> <li>Development of a detailed transition plan to limit risk and maximize potential of success</li> <li>Assembly of resources to support with successful transition</li> </ul>	<p><b>How We Help</b></p> <ul style="list-style-type: none"> <li>Support transition plan development from a culture perspective (people system and process alignment, change management and communication, training and development, etc.)</li> </ul>	<p><b>Examples of Support</b></p> <ul style="list-style-type: none"> <li>Transition planning around people and operational systems and processes</li> <li>Development of culture integration plan</li> <li>Strategic M&amp;A advisory</li> </ul>	<p><b>Typical Data Available</b></p> <ul style="list-style-type: none"> <li>Full access to data from both organizations</li> </ul>	<p><b>Benefits to Process</b></p> <ul style="list-style-type: none"> <li>Ability to root out specific benefits and risks associated with the transition in both the short and long-term</li> <li>Ability to support alignment efforts to reduce risk and help to ensure financial benefits are achieved</li> </ul>
<b>Initial Integration</b>	<p><b>Key Activity</b></p> <ul style="list-style-type: none"> <li>Implementation of short-term transition activities before, during, and after deal close</li> </ul>	<p><b>How We Help</b></p> <ul style="list-style-type: none"> <li>Advisory support to go-forward leadership team on strategic people topics</li> <li>Tactical transition support of people and operational systems and processes</li> <li>Alignment and evolution of go-forward culture and climate to drive desired behaviors</li> </ul>	<p><b>Examples of Support</b></p> <ul style="list-style-type: none"> <li>Strategic M&amp;A advisory</li> <li>Data analytics</li> <li>Process facilitation</li> <li>Training and development</li> <li>Executive coaching</li> <li>Executive team alignment</li> <li>Tactical integration support</li> </ul>	<p><b>Typical Data Available</b></p> <ul style="list-style-type: none"> <li>Full access to data from both organizations</li> </ul>	<p><b>Benefits to Process</b></p> <ul style="list-style-type: none"> <li>Access to a wide variety of strategic subject matter experts</li> <li>Access to experienced support to plan and support integration activities that support the long-term goals of the transaction</li> </ul>
<b>Long-term Integration</b>	<p><b>Key Activity</b></p> <ul style="list-style-type: none"> <li>Implementation of longer-term transition activities to optimize and realize intended financial gains</li> </ul>	<p><b>How We Help</b></p> <ul style="list-style-type: none"> <li>Advisory support to go-forward leadership team on strategic people topics</li> <li>Tactical transition support of people and operational systems and processes</li> <li>Alignment and evolution of go-forward culture and climate to drive desired behaviors</li> </ul>	<p><b>Examples of Support</b></p> <ul style="list-style-type: none"> <li>Strategic M&amp;A advisory</li> <li>Data analytics</li> <li>Process facilitation</li> <li>Training and development</li> <li>Executive coaching</li> <li>Executive team alignment</li> <li>Tactical integration support</li> </ul>	<p><b>Typical Data Available</b></p> <ul style="list-style-type: none"> <li>Full access to data from both organizations</li> <li>Data and lessons learned during initial stages of the integration about what is working and what is not</li> </ul>	<p><b>Benefits to Process</b></p> <ul style="list-style-type: none"> <li>Access to a wide variety of strategic subject matter experts</li> <li>Access to experienced support to plan and support integration activities that support the long-term goals of the transaction</li> </ul>