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It is noteworthy that most of the information, insights, and counsel that Scott C. Whitaker and his colleagues provide — after appropriate but probably minor modification — can be of substantial value to business leaders in companies that may not be actively involved in cross-border mergers and acquisitions but are

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actively involved in cross-border partnerships and strategic alliances.

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Scott was engaged by Zotec Partners after the acquisition of MMP by Zotec in the Fall of 2013. As Chief Operating Officer

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of MMP and later President of MMP, I worked alongside Scott to assist in...

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resource to help companies create a scalable postmerger or acquisition integration process and framework that accelerates operating and business benefit goal realization. Includes tools, templates, forms, examples and checklists to provide a no nonsense “handbook” style approach to managing an effective integration. Helps integration managers quickly get up to speed on various integration challenges, including guidance on developing detailed operational and functional integration plans to support flawless execution. Reveals how to avoid integration failure by establishing an in-house integration management office to handle integration projects. Includes a sample integration playbook that can be used to create a core competency within companies to support ongoing integration activity. Botched integration is the number

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one reason mergers fail. Mergers & Acquisitions Integration Handbook shows you how to develop, execute and implement merger integrations and business strategies to realize your organization's mergers and acquisitions goals.

Navigate cross border M&A for a flawless integration execution Cross Border Mergers and Acquisitions is a practical toolbox for corporate strategy and development professionals dealing with the many challenges involved in cross border M&A. With a detailed discussion of key market specifics and broadly-applicable critical insight, this book demystifies the cross border M&A process and provides a host of practical tools that ease strategic implementation. A geographical overview explains the trends in major M&A markets including

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Australia, Brazil, China, Russia, the U.K., and the U.S., and industry-specific guidance covers Financial Services, Aerospace and Defense, Health Care, Tech, Manufacturing, and more. Leading experts relate lessons learned while managing actual PMI (post merger integration) processes, and the discussion of cultural impacts and specific situational needs provides deep insight into the type of leadership a flawless integration requires. Corporate restructuring and internationalization efforts are increasingly relying on cross border mergers and acquisitions. Strategies, motives, and consequences are a complex navigational minefield, but this insightful guide provides solid, actionable guidance for leading a successful integration. Understand the region-specific details that make an impact Overcome common challenges and manage complex deals

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Gain practical insight and valuable tools for leading integration. Learn the most current best practices for PMI® processes. Cross border M&A is complex, with myriad challenges and obstacles inherent to the situation. Successful integration and a smooth transition are critical, and there's little wiggle room—it's a situation where you have only one chance to get it right. *Cross Border Mergers and Acquisitions* is an essential guide to the process, with key tools for execution.

Most firms of a certain size will turn to Mergers & Acquisitions in their search for growth, forcing almost all managers to face up to the challenge of integration at some point in their career. For many managers it is often their first and only time, and M&A integration is high on the list of things that many managers need to learn more about. According to many

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studies, 50 to 75% M&A transactions fail to deliver their expected value. One of the main reasons for failure is late or wrong integration, or bad integration management. There is a significant demand for more information on best practice in Post-Merger Integration. This book intends to equip those managers for the task... Danny A. Davis demonstrates how to handle the post-merger integration process and show how to restructure, consolidate, reduce costs, create efficiencies and perform M&A, from smaller transactions to mega-mergers. The focus is on integration planning and delivery. The book combines a general/strategic view with detailed information on how to actually conduct M&A Integration via very practical tools and check lists that will prove essential during pre-deal M&A integration planning and Post deal delivery, as well as to ensure

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their success.

The ultimate "tricks of the trade" guide to mergers and acquisitions Mergers and Acquisitions Playbook provides the practical tricks of the trade on how to get maximum value for a middle-market business. This book uniquely covers how to prepare for a sale, how to present the business most positively, and how to control the sale timetable. Written in a straight-talking style Provides the tricks of the trade on how to get maximum value for a middle-market business Shows how the sellers can take capitalize their inherent "unfair advantages" Examines the differences between "value" and "currency" Explains how to handle bankruptcy and distress company sales Offers tips on managing your lawyers in the documentation process Filled with empirical examples of successful-and

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unsuccessful-techniques, this practical guide takes you through every step of the M&A process, from how to manage confidentiality, how to create competition (or the impression of competition), to what to do once the deal is closed.

“The failure rate of mergers and acquisitions is unreasonable, unacceptable, and unnecessary,” say Claude S. Lineberry and J. Robert Carleton in this much-needed resource, which outlines their unique, proven, and practical process for increasing the success of mergers and acquisitions. Written for all those with a vested interest in the success of the deal—board of directors, executives, managers, employees, and shareholders—and based on years of research and real-world experience, *Achieving Post-Merger Success* is a down-to-earth guide that gives stakeholders the

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tools they need to Profile and assess corporate cultures Identify potential or actual culture clash barriers to a merger or acquisition Determine what to do to avoid, minimize, and resolve culture clash Plan for efficient and effective post-merger cultural integration of the two organizations

Add value to your organization via the mergers & acquisitions IT function As part of Deloitte Consulting, one of the largest mergers and acquisitions (M&A) consulting practice in the world, author Janice Roehl-Anderson reveals in M&A Information Technology Best Practices how companies can effectively and efficiently address the IT aspects of mergers, acquisitions, and divestitures. Filled with best practices for

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implementing and maintaining systems, this book helps financial and technology executives in every field to add value to their mergers, acquisitions, and/or divestitures via the IT function. Features a companion website containing checklists and templates Includes chapters written by Deloitte Consulting senior personnel Outlines best practices with pragmatic insights and proactive strategies Many M&As fail to meet their expectations. Be prepared to succeed with the thorough and proven guidance found in M&A Information Technology Best Practices. This one-stop resource allows participants in these deals to better understand the implications of what they need to do and how

The book bridges hitherto separate disciplines engaged in research in mergers and acquisitions (M&A) to integrate

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strategic, financial, socio-cultural, and sectorial approaches to the field. It examines the management processes involved, as well as valuations and post-acquisition performance, and considers international and sectorial dimensions.

Over 70% of all mergers and acquisitions are doomed to fail according to Harvard Business Review. When deals fail, they destroy billions of dollars in value, affecting companies, employees, retirees, and communities. Over a quarter of business leaders say avoidable problems with people, leadership, and culture are the primary cause of deal failure. This means the key to a successful M&A requires you to uncover significant people issues before it's too late! The HR Practitioner's Guide to Mergers & Acquisitions Due Diligence shows you how to avoid the HR headaches that arise in M&A-and make your deals

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more likely to beat the odds. In this step-by-step guide, Dr. Klint Kendrick, who has personally led dozens of deals and is Chair of the HR M&A Roundtable, provides practical teachings, tools, and techniques to help you understand: - How people, leadership, and culture issues will determine if your M&A is a success or failure -The six vital areas HR must explore for your due diligence efforts to make a difference -Eight powerful methods for extracting critical data from the information ecosystem so you can uncover problems earlier -Four fundamental ways to mitigate the HR risks that will doom your deal to failure if they're not addressed -A no-nonsense approach to assessing and retaining top talent during M&A, ensuring business continuity and maximizing value capture. Overflowing with real-life examples and actionable tools and templates, this

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A practical book helps you tackle the most vexing people issues that arise during business sales and acquisitions. Klint Kendrick, Ph.D., SPHR is a sought-after expert on issues of people, leadership, and culture in M&A. He has worked on dozens of public and private mergers, acquisitions, joint ventures, and divestitures, making him a respected authority in the field. His presentations on the human side of M&A have been heard by HR and Corporate Development leaders at high-profile events sponsored by Mercer, Willis Towers Watson, The Conference Board, Thomson Reuters, Bloomberg BNA, and McKinsey. Dr. Kendrick chairs the HR M&A Roundtable, a peer-learning forum for HR professionals working on M&As. Learn more about the roundtable at www.MandARoundtable.com.

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Almost every day the papers report another merger, buyout, or joint venture. From valuation to integration, this collection helps managers think through what such a strategic move would mean for their organizations. It is part of the The Harvard Business Review Paperback series.

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