



CASE STUDY

Mergers and Acquisitions

Software (250 employees)

Situation

Our client was in the early stages of assessing the acquisition of a larger competitor with operations in Europe and Asia. Agilitas was retained by the CEO to support the due diligence process with a focus on human capital. Upon completion of the due diligence process, we served as project manager for all aspects of human capital integration planning.

Approach

- Built an initial human capital integration plan in one week which served as a blueprint for planning and post-merger integration.
- Extensive analysis of org structure, job descriptions, HR tech, HR business processes.
- Fifty-plus hours of interviews with middle and senior leaders in both companies.
- Identification and selection of local HR consultant in India to assist with both due diligence and integration.
- Conducted compensation benchmarking to identify key differences between acquirer and target.
- Facilitated multiple workshops on new organization's culture and org structure.

Outcomes



Expedited integration of leadership team, HR function, and business functions.



Substantial cost savings identified and implemented shortly after close of transaction.



100% of project milestones attained on time and on budget pre- and post-close of transaction.