

## **Partnerships, Alliances & Mergers: Optimizing M&A Integration through Process, People & Practices**

*Partnerships, Alliances & Mergers* (“PAM”) addresses the complexity and fragility of today’s contemporary workworld in which organizational integration is a key issue. Any executive or leader must understand the importance and methods to bridge the gaps between various cultures. *PAM* provides a broad and deep understanding and methodology for integration optimization. Additionally, *PAM* addresses looser, less formal ‘integrations’ that may similarly come in the form of both internal and external partnerships or alliances. In *PAM*, participants will focus their energy on understanding the cultural aspects of partnering and allying, as this is the main challenge and opportunity for creating synergistic relationships.

### **Course Outline**

- I. The M&A Integration Treasure Map**
- II. The Big Picture: Fundamental Bases for Competition; Common Rationale for Mergers and Acquisitions; Pie Chart**
- III. Business Cases for M&A: Why Bother?**
- IV. Integration Defined**
- V. Truisms/Facts**
- VI. Learning from Others**
- VII. Taxonomy**
- VIII. Process**
- IX. Evidence of Success**
- X. Elements to be Integrated**
- XI. Functions to be Integrated**
- XII. Critical Success Factors (CSFs)**
- XIII. Common Problems**
- XIV. Best Practices**
- XV. M&A Manager with Integration Team**
- XVI. People Pitfalls: Feelings/Resistance/Emotions**
- XVII. Culture Management**
- XVIII. Change Management**
- XIX. Conflict Management**
- XX. Leadership**
- XXI. Summary/The M&A Integration Treasure Map**
- XXII. Bibliography**



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