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best time to start developing a post acquisition integration process is when the acquiring company s management team is 80 certain the acquisition will be made successful integration the key to avoiding the risks of a merger or acquisition and to realizing its potential value is always a challenge and it is complicated by the simple fact that no two deals should be integrated in the same way with the same priorities or under exactly the same timetable key elements of post acquisition integration a successful integration strategy has three essential aspects direction value and structure let s break this down and understand how these guiding principles can help steer a successful post merger integration 1 establishing the direction post merger integration framework strategy and consulting bcg m a transactions and pmi a common misperception about post merger integration is that it can be tacked on to existing day to day responsibilities that s a recipe for unrealized value a successful integration strategy involves looking across the entirety of both companies involved in a deal and converting the acquisition strategy into specific strategies for all areas of the organization in this sense there s no one size fits all for each part of the new enterprise or even for each deal a post merger integration plan also known as a merger and acquisition plan can help companies solve problems that arise during a merger the following are four reasons to create a pmi plan ensure proper preparation before day 1 shaping a successful merger starts the moment you make a deal post merger integration 100 day plan from 90 million acquisition playbook this 53 page post merger integration 100 day plan provides tasks and detailed checklists for these integration work streams due diligence post acquisition integration is the process of integrating the operations of two companies which have partaken in an acquisition the aim of the integration phase is to ensure that maximum value is extracted from the acquisition the same process is sometimes referred to as post merger integration why is integration so important to m a an acquisition integration is the consolidation of all or some of the acquired organization into the acquirer s business while the integration may be a collaborative team effort with the acquired organization the acquirer typically has the final say on decisions technology integration is a critical element of any merger or acquisition and one of the most daunting we help you avoid risks and transform this challenge into a significant source of deal value and competitive advantage technology issues can make or break deal value in order to ensure that the goals of the combined entities are captured addressed and strategically planned for you need an m a integration plan 1 that outlines exactly how and when complicated processes resources assets and most importantly people of the acquiring and acquired companies will be combined post acquisition strategy for private equity firms designate an integration team leader identify the acquisition goals align leadership with the plan put people first identify key employees document business critical processes systems inventory the quality completeness of data compare and evaluate gaps overlaps an acquisition integration project plan is an organized approach to the integration of two companies after an acquisition the plan will provide a structure to help teams effectively plan and execute the integration process the plan should include focus areas objectives projects and measurable targets kpis to track progress there are a number of steps involved in acquisition integration of which the following are the most essential step 1 appoint an integration manager assign the integration task to one of the acquirer s managers who has significant experience and seniority within the company to acquirer small low integration high transformation large target with high integration needs i e merger of equals or fish swallowing the whale in a transformative transaction significant efort is made to consolidate hr systems benefit plans programs and policies for the newly combined company new co the key to developing a post acquisition integration plan implementing it successfully and overcoming the challenges referred to above is the early identification of the key strategic and business objectives of the acquisition and the subsequent integration

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there are a number of steps involved in acquisition integration of which the following are the most essential step 1 appoint an integration manager assign the integration task to one of the acquirer s managers who has significant experience and seniority within the company

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