

DD Consulting

M&A Integration: Back Office

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M&A integration and separation specialists

Danny A. Davis

- Deals small to large, from 2 days to 3 years
 - Training: teaching you how to integrate
 - Coaching: helping you through
 - Consulting: planning and delivery along side you
 - Integration Director or sitting on the steering committee
- Speaking: Conferences, Business schools (Henley, LBS, Ashridge, CASS, Brunel)
- Author of “M&A Integration: how to do it: planning and delivery”, articles with Finance Director Europe (FDE), The Chartered Institute of Management Accountants (CIMA) , The British Compute Society (BCS) Developing HR Strategy, Journal of Brand Management, Corporate Financier, The Treasurer.
- Sits of the CMI experts panel
- DD Consulting is a founding partner of the Global PMI partners network



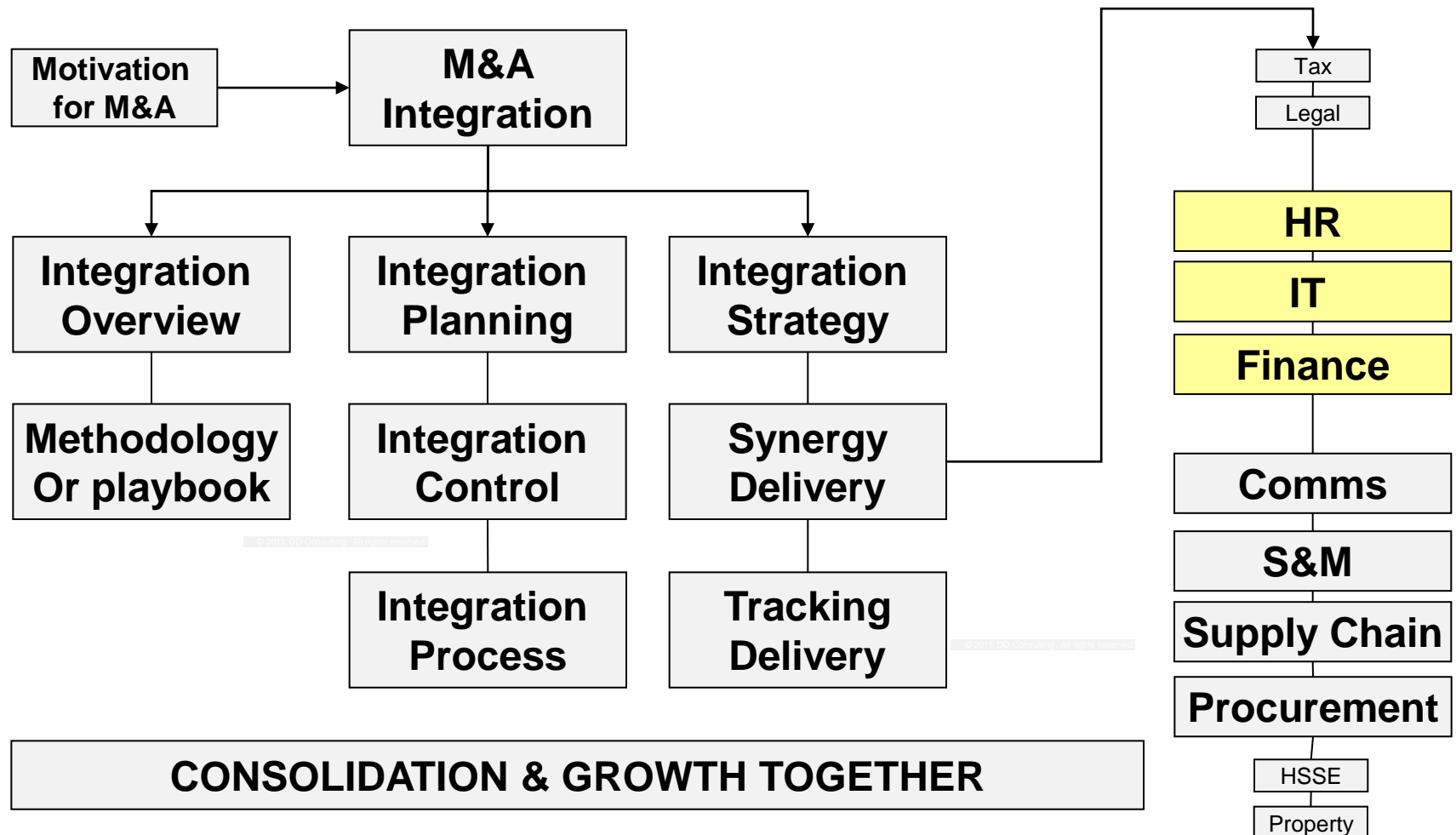
DANNY A. DAVIS

M&A
INTEGRATION



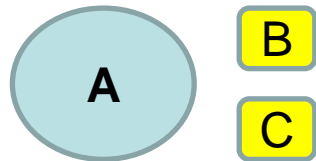
HOW TO DO IT
PLANNING AND DELIVERING
M&A INTEGRATION
FOR BUSINESS SUCCESS

M&A integration overview

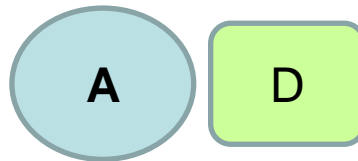


Different Types of M&A

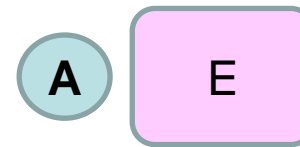
Type 1
Geographic merger
3 Different Countries
(customers, power, control)



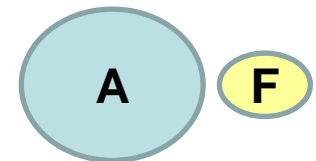
Type 2
Classic overlap
Same country similar size
Merger of equals



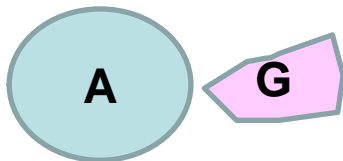
Type 3
Reverse takeover they are
larger than us



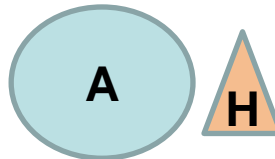
Type 4
We are much larger
Buying skills, IT, process
control to make us better



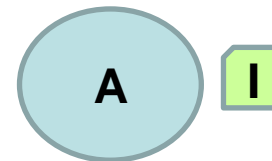
Type 5
Purchase Customers, for our
products (similar
geographies)



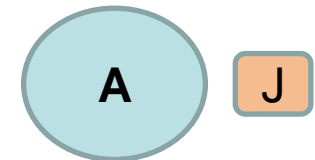
Type 6
Purchase new technology or
product, to put through our
sales channels



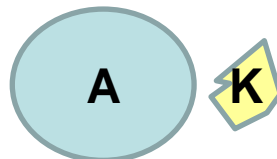
Type 7
Conglomerate & Diversification
Acquire R&D, technology,
people, market



Type 8
Strategic Pull through -
Service business
Partnership, advertising
agency, consultancy



Type 9
Supply chain protection
Defence of a raw material
with only one supplier



M&A INTEGRATION FINANCE

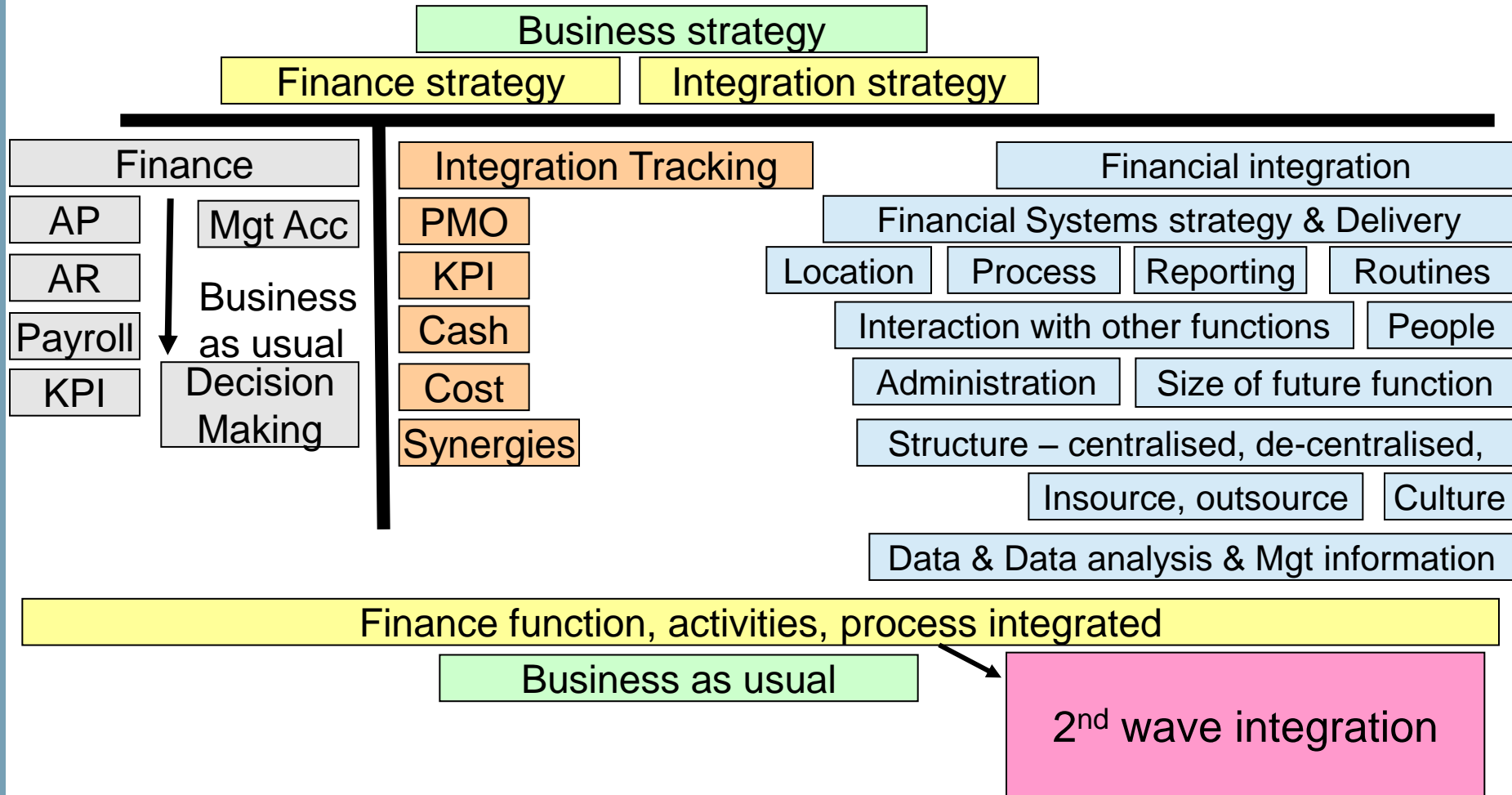
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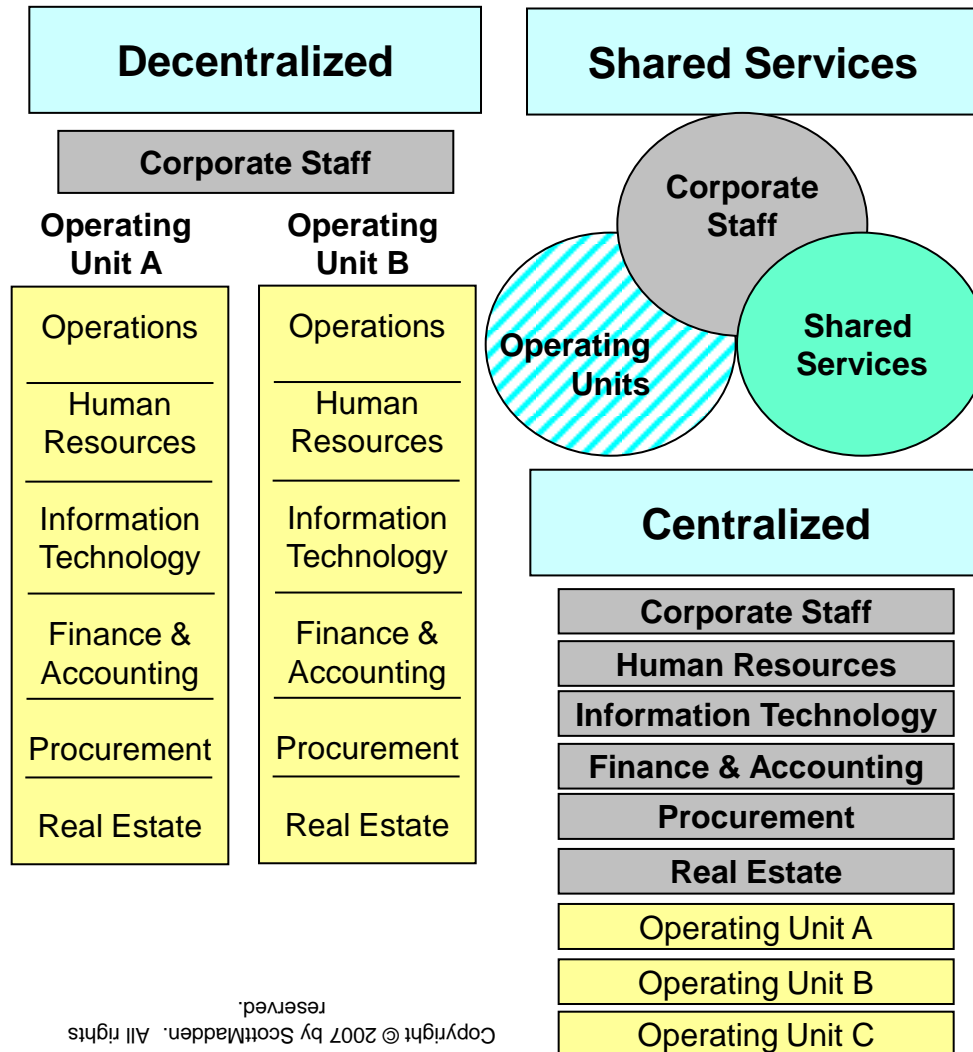


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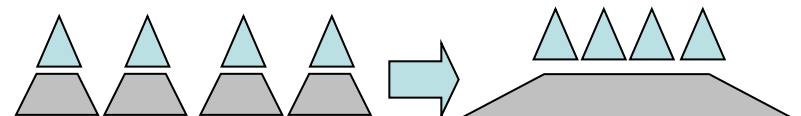
Danny A. Davis: Financial Integration Model



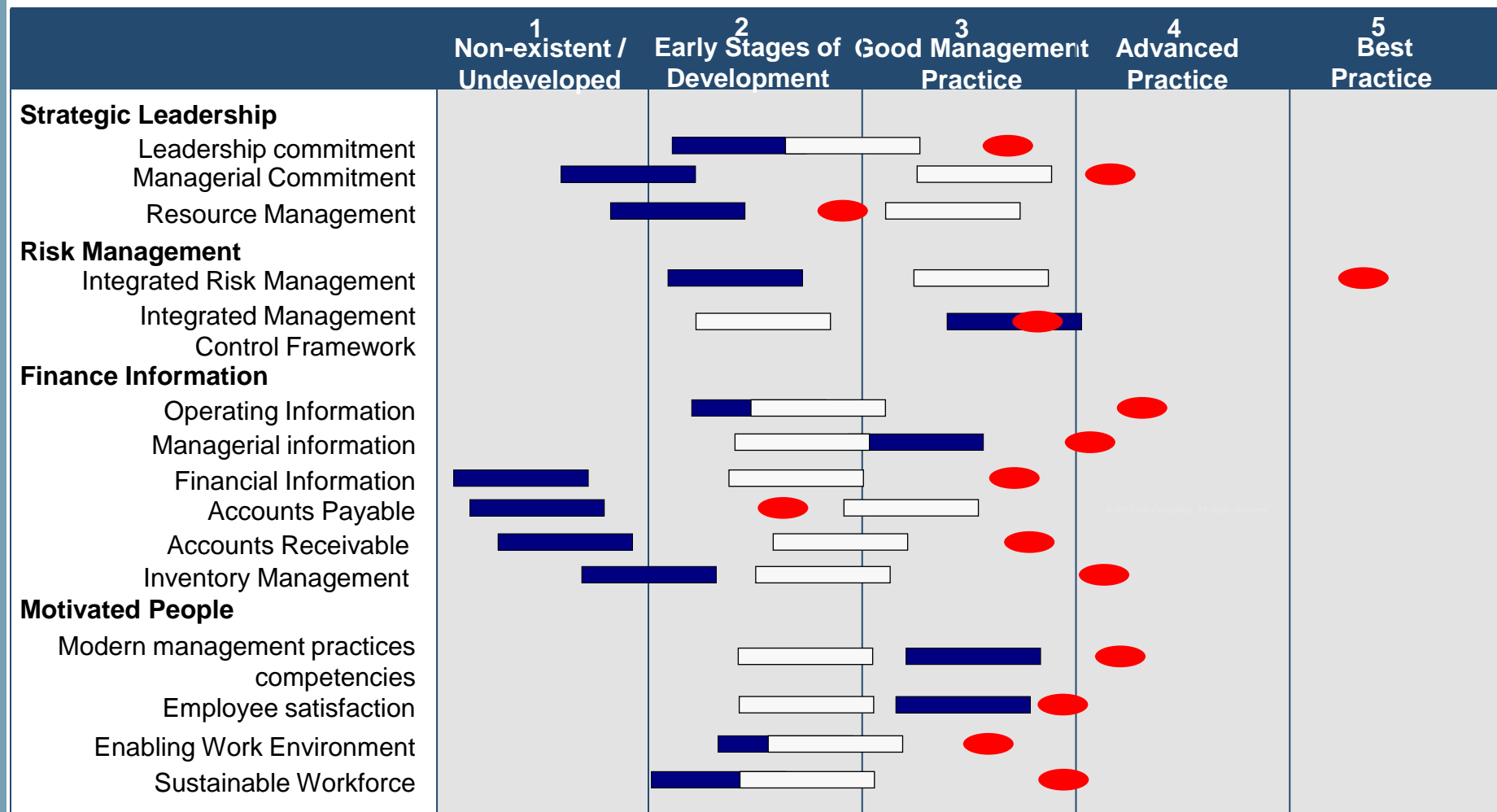
Shared services, outsource, consolidation



- Transaction processing and strategic decision support can be provided by separate entities.
- Strategic, value adding services remain close to the business and repeatable
- Shared Services is a distinct operating model that ensures excellent customer service
- What will we share
- Corporate Services
- Finance, Procurement, HR, IT, Facilities & Comms
- transactional services that are not “core business”



Review Financial Process



M&A INTEGRATION HR

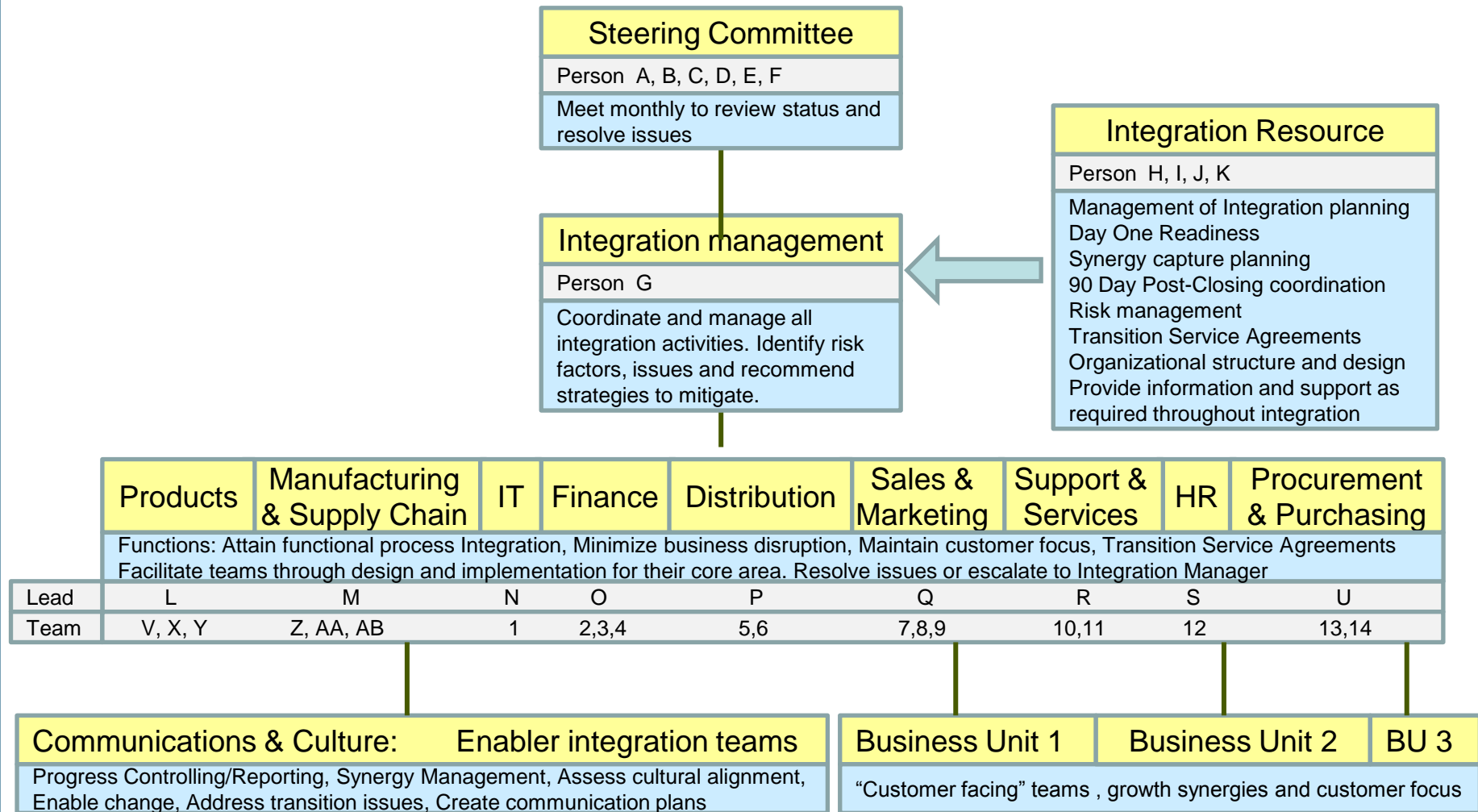
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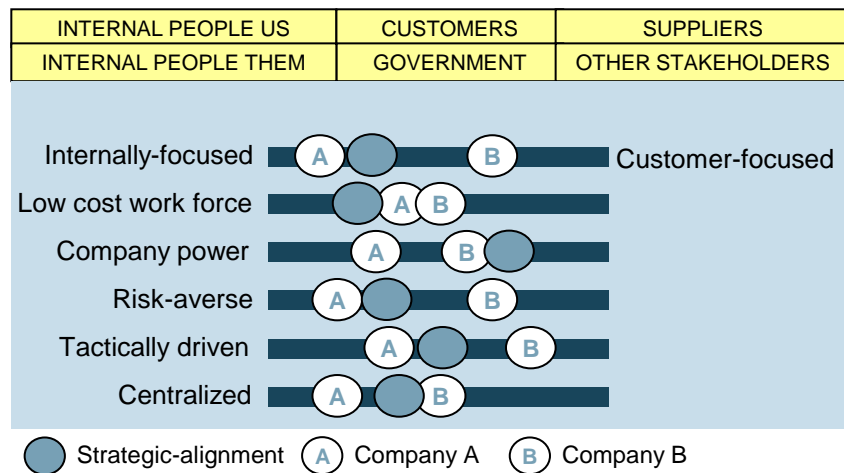
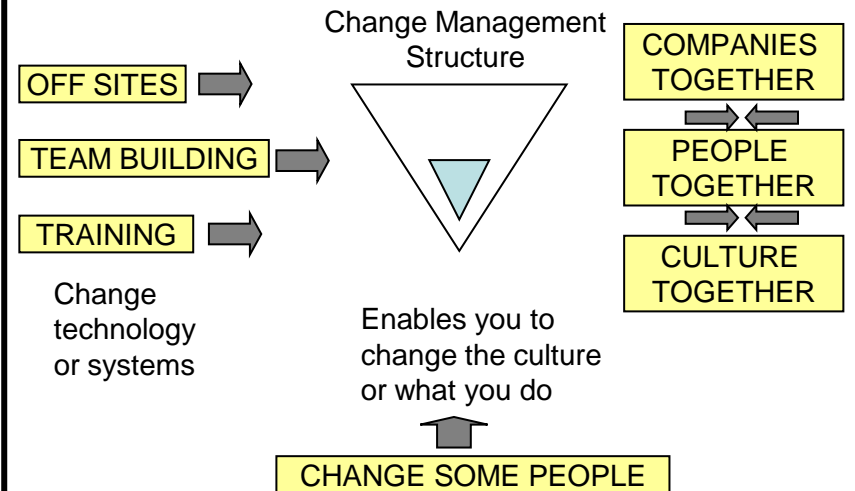
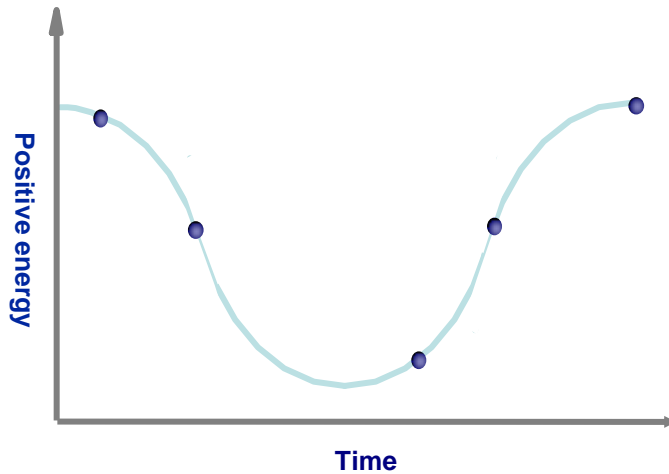


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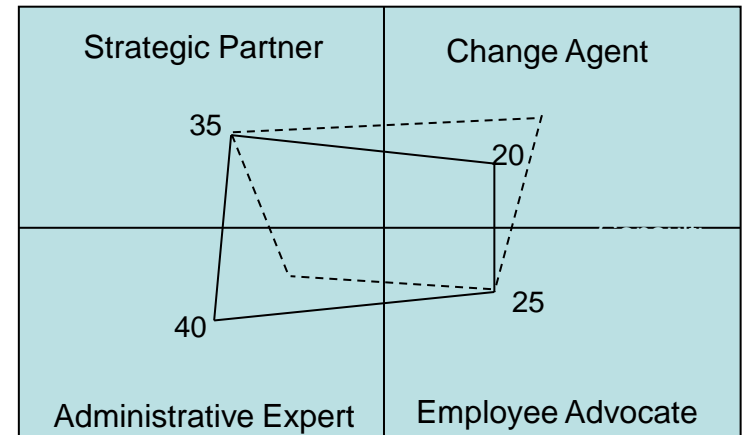
Team Structure



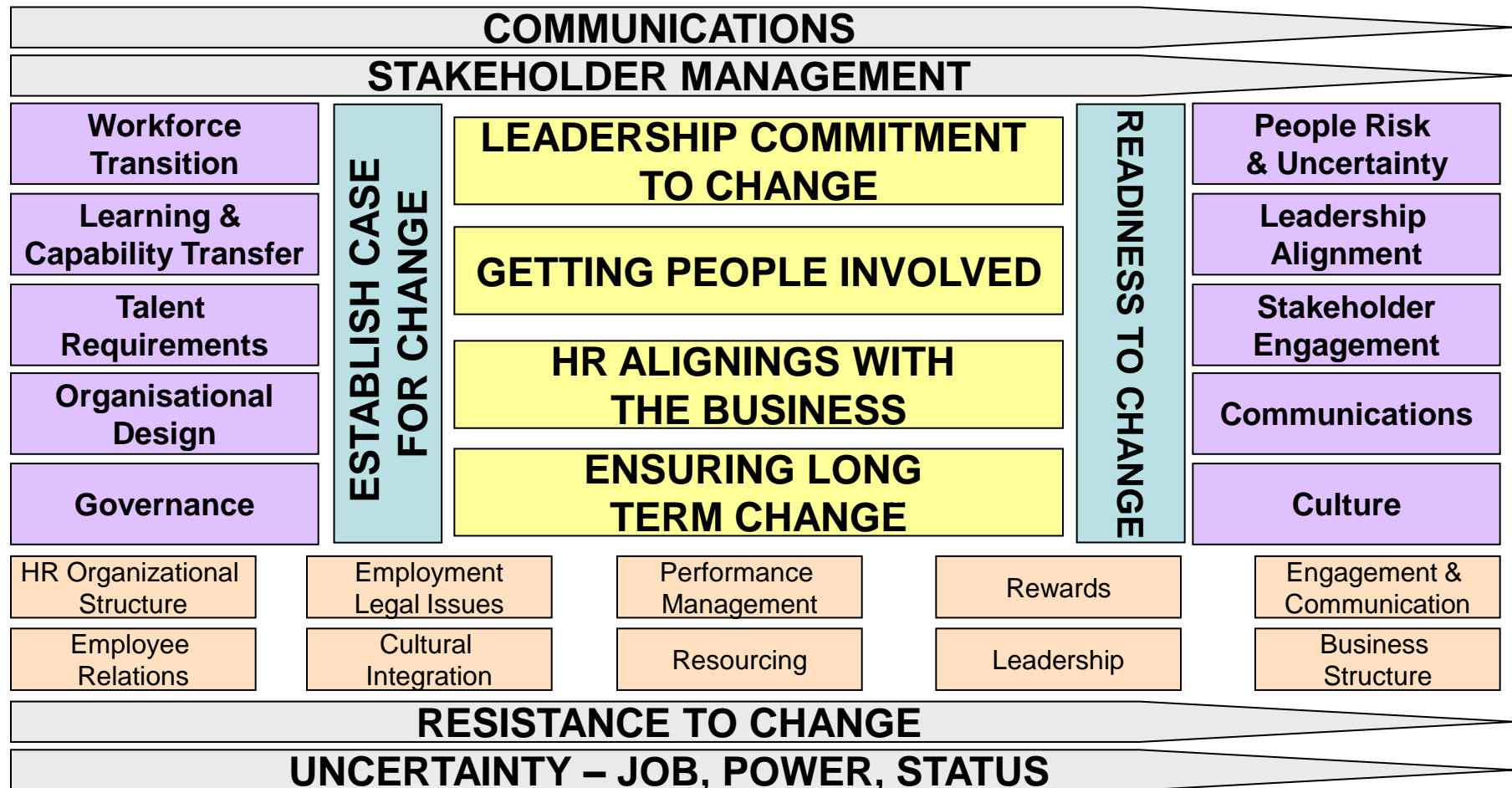
HR Tools, People , Culture



Current vs Future State of HR



HR Building Blocks



M&A INTEGRATION IT

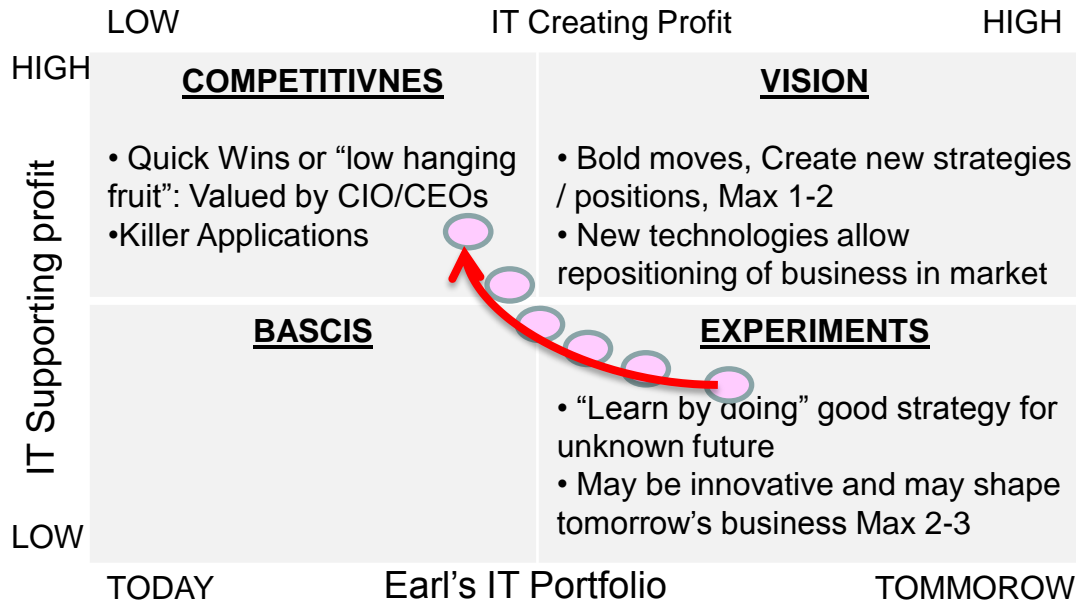
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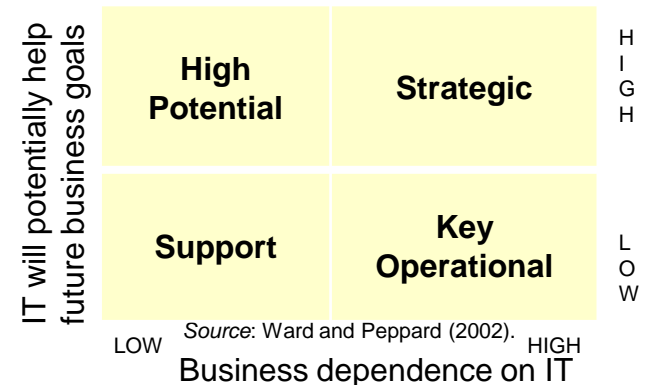


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IT Portfolio analysis



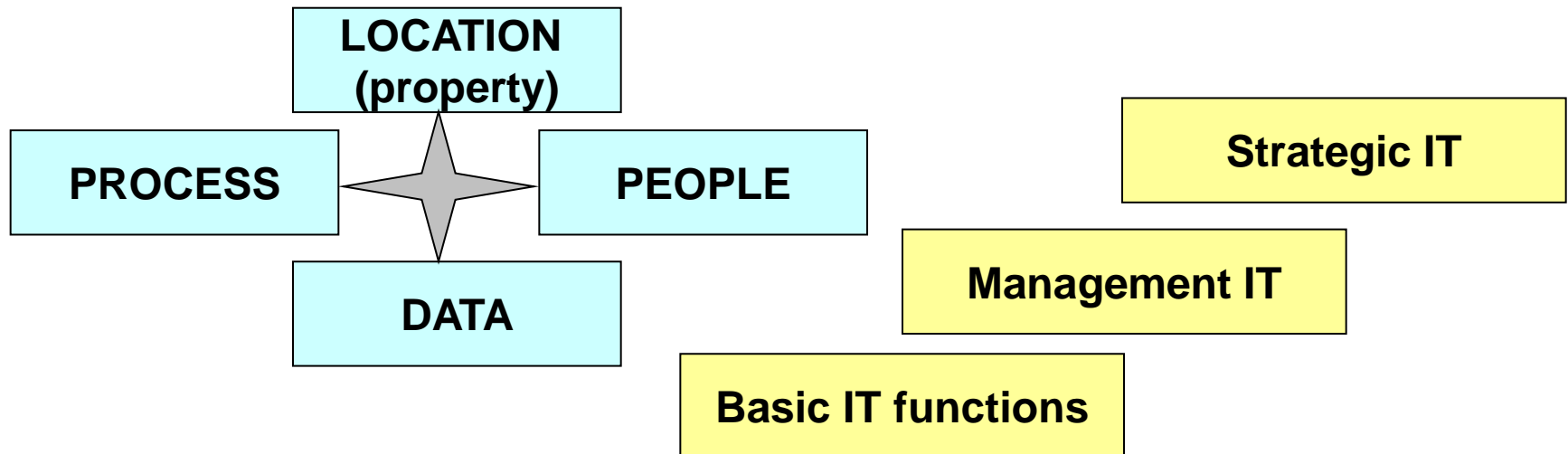
- **Support:** These applications are valuable to the organisation but not critical to its success.
- **Key operational:** The organisation currently depends on these applications for success (mission-critical).
- **High potential:** These applications may be important to the future success of the organisation.
- **Strategic:** Applications that are critical to sustaining future business strategy.



Focused mainly on Today’s strategies, Focus of government mainly on efficiency and cost reduction not on competitiveness, Heavily focused on supporting & shaping today’s business process

Level of Integration

- Do we need to integrate everything from the start
- If we want to integrate the DATA does this mean we necessarily must integrate the people, system, software and the data centres (possibly but not straight away)
- Outsourcing



Q&A Session