



Building Strong Businesses

Successfully Merging Your Business -- Integrating Different Cultures

Preserving your hard-earned legacy

Are you considering a Merger?

Have you recently/just undergone a Merger?

Did you know that:

- 50-90% of businesses fail within the first 3 years of a merger
- 80% of mergers and acquisitions are revenue driven yet only 12% result in revenue increase (McKinsey)
- more than 90 percent of business mergers fail to meet their strategic objectives
- roughly 50% of mergers destroy shareholder value post-merger

Do you want your legacy to collapse, after spending a lifetime building your enterprise?..

Companies that succeed in preserving shareholder value and legacy

- Identify and alleviate transformational disruptions
- Proactively assess people and cultures
- Create functional environments and positive cultures
- Ignite and focus employee energies

These companies that (successfully) operate this way have high performing cultures and earn up to three times greater operating margins than their competitors (TOWERS WATSON)

Your entire employee population experiences real gains as they occur

At MERGERS with PARADISE PARTNERS

- our online assessment tool benchmarks the people culture
- diagnoses the cultural strengths and articulates opportunities
- proactively identifies the most disruptive conflicts and people problems
- indicates action steps and plans a successful cultural integration

At MERGERS with PARADISE PARTNERS we

- coach individual leaders on how to minimize frictions and unlock the potential of all employees
- provide the practical tools necessary to facilitate teamwork
- engage everyone from beginning to end with the cultural roadmap for improvement
- provide improved:
 - ✓ functioning
 - ✓ performance
 - ✓ productivity
 - ✓ revenues
 - ✓ margins
 - ✓ employee retention
 - ✓ integration

MERGERS with PARADISE PARTNERS

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