

Mergers & Acquisitions: Minimizing the Risks

THE OPPORTUNITY

Merging or acquiring a company is a strategic win for growing organizations. It's a step towards new opportunities, innovation, and accelerated growth – bolstering brand equity and a stronger position in the marketplace.

THE GOAL

Integrating two entities with as little disruption as possible can be a significant challenge. To ensure that the important work of your bigger, broader organizations can continue, there are several priorities for technology leaders to consider:

- Reduce the complexity of what can be a complex process.
- Streamline integration of systems, databases, applications.
- Reduce risk, staying ahead of emerging security threats.
- Enhance collaboration within your expanded teams.
- Empower remote workers to do their best work, securely.

CONSIDERATIONS

Merging organizations impacts every aspect of a business, from aligning organizational teams and operations to soft skills, culture, and change management.

Secure, expeditious integrations of data, applications and infrastructure is more than mission-critical, it can make the difference between a good corporate decision and a bad one.

"A failed integration is universally recognized as one of the biggest value destroyers in the world of M&A."



5 key things to consider when integrating two organizations

1. IT'S COMPLICATED

The complexities inherent in merging business acquisitions or combining multiple enterprises into a single organization can present similar challenges.

Acquirers are often faced with widely disparate platforms, technologies, and applications.

Known security vulnerabilities represent potential threats, which may be compounded by latent unknown issues. Those risks increase exponentially when you include multiple physical locations and remote workers.

2. DUE DILIGENCE IS CRITICAL

While it is a natural tendency to jump right in and start migrating data, integrating directories or moving content between environments; without due diligence, is a doomed strategy.

A thorough discovery process is an essential first step to a smooth integration. A deep understanding of the existing infrastructures, business processes, hardware/software disparity, business critical applications, roles, and responsibilities are critical to producing an effective integration plan.

It's the unique components which exist in each environment which can sometimes present the most difficult challenges.

3. TAKE A PHASED APPROACH

A phased approach can ensure all facets of the engagement are strategically designed and customized to address each unique infrastructure integration challenge.

Each area will require thorough research, analysis, and careful planning for smooth integration.

Once discovery is complete, an infrastructure design is created to identify the components required and a migration process which includes a project plan for merging the two environments. The process will vary based on the complexity of the infrastructure.

4. EXECUTION EXCELLENCE

Once the plan is locked down, the need for clear communication is critical to executing the plan and adoption of the new models/process/resources.

Integration may involve applications that need to be modified prior to transition, migration tool testing and validation against a pilot group, or scripts which may need to be created or modified to streamline the migration process or lessen the user impact during a migration/transition.

Each development cycle needs thorough testing prior to execution. Asking employees to be 'guinea pigs' for new tools and processes is a sure way to increase stress and frustration in their already disruptive world of change.

5. AVOID PROJECT FATIGUE

The longer merging organizations are in co-existence mode the more painful it will be for everyone involved.

Communicating the approved migration plan, roadmap, and timeline to both leadership and employees is essential. This plan will outline major steps and the impact on processes, roles, and responsibilities.

It's essential to implement the migration process as rapidly as possible while still meeting the business needs of the organizations involved.

When experience counts

For over 25 years Horizons has been helping companies execute complex infrastructure integrations.

As a Microsoft Gold Certified Partner, we have pioneered methodologies and best practices that are proven to reduce risk, solve complex tech challenges, enhance collaboration and empower remote workers.



Building a bridge to the future

Your company's vision for growth, innovation, and long-term success calls for a proven technology partner with the expertise to tackle your complex ideas and technical challenges.

We are that partner!

To learn more and explore potential ways the Horizon team can support your M&A initiative contact:

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