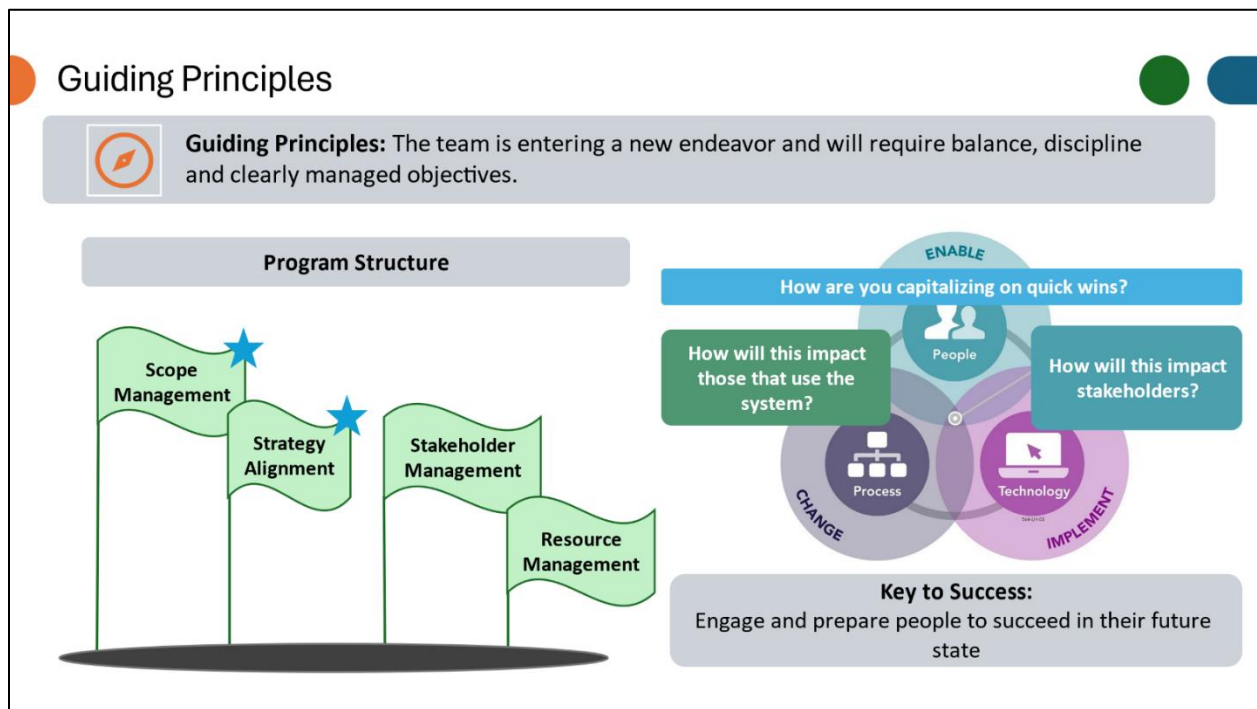


THE JOURNEY OF A&D: The First 100 days...

In today's dynamic business landscape, organizations often turn to mergers, acquisitions, and divestitures as strategic moves to drive growth and competitiveness. However, these ventures come with their own sets of challenges and opportunities. We have found the first 100 days are a critical inflection point to A&D activities. This period sets the tone for your company's transformation journey and getting it right will significantly impact long-term success.

Our steps cover essential elements for managing your company's changes, including outlining your vision and goals, fostering open communication, allocating resources, and assessing success. By following this roadmap, you can increase business value, refine operations, and create a culture of continuous improvement that positions your organization for sustained success. So, let's dive into the details of each step and empower your business to thrive in its next chapter.



SCOPE MANAGEMENT

Effective scope management solidifies the foundation for the future success of your newly defined company. Clearly defining and managing the scope of integration or separation ensures key leaders can put their focus on strategy alignment and mitigate any potential transition risks. Whether it is setting priorities, establishing clear timelines, or identifying dependencies, this crucial step is needed to maximize the value of the new organization. Establishing and maintaining a clear focus on the end goals and objectives at the very beginning will pave the way forward for your new company to focus on achieving these goals and objectives.

STRATEGY ALIGNMENT

Whether merging, acquiring, or divesting, once scope is established, strategies must align between entities. Impacts need to be assessed through a lens that no longer thinks “my” organization, but rather “our” organization. Without a clear integration strategy and roadmap, the merging entities will struggle to achieve desired outcomes. This lack of direction can result in delays, missed opportunities, and even failed objectives. During the alignment process you can explore potential synergies, identify growth opportunities, and lead to smoother operations due to process streamlining. When the overall process is in line with the strategic vision, it allows you to make informed decisions, begin to allocate resources properly and continuously drive value.

STAKEHOLDER MANGEMENT

Employees, customers, investors, and regulatory bodies all have specific needs they will voice when it comes to navigating the first 100 days. Listening to and planning for your various stakeholders will play a vital role in the success of this transition. For example, customers may be worried about disruptions in services or changes in quality; regulatory bodies could have concerns about maintaining compliance. By deliberately identifying unique stakeholder needs and planning to address them, ensures you maintain the vision and strategy of the new organization.

RESOURCE MANAGEMENT

During the first 100 days, people are the most dynamic factor. Aligning people with the strategy and vision of the new organization is crucial during this period. Understanding the current landscape of a team empowers them as individuals, uncovers opportunities, and helps them understand the current needs and future alignment to the organization.

QUICK WINS

Do not underestimate the importance of quick wins! As you navigate the first 100 days focusing on vision and goals, quick wins pass by unidentified or undervalued.

Supporting quick wins will help uncover both short-term and long-term synergies:

- Early assessment of current technology portfolio and capabilities supports early identification for quick wins and will pave the way for long term synergies.
- Early assessment of supply chain process and capabilities can uncover opportunities for lowering costs and business optimizations across your organization.

CONCLUSION

These guiding principles should be considered while undergoing your first 100 days of any acquisition or divestiture activity. The Experis Strategy and Consulting team have a

proven track record of enabling client's success helping to establish new consumer lines, integrating technology, establishing/refining business process across multiple organizations.