



Preparing for the Inevitable: Mergers & Acquisitions

After a long recovery from the global financial crisis, economists are predicting an uptick in mergers and acquisitions (M&A). With the rise of capital on hand, low interest rates and a strong appetite for growth, organizations are looking to M&A as a key component to their expansion strategies. The reality is that it is not a matter of *if* they will experience M&A activity, but *when*.

When faced with a merger or acquisition, organizations look to us for guidance on how to prepare and protect their talent program from being cannibalized in the integration process. So how can we help them position their programs for a successful transition when the time comes?

Alignment of Business and Talent Strategy

This is arguably the most critical area. Many organizations have splintered ownership and visibility to their programs. However, the key to preparing for M&A activity is to have full sponsorship and alignment between Procurement, HR, Talent Acquisition and business leaders.

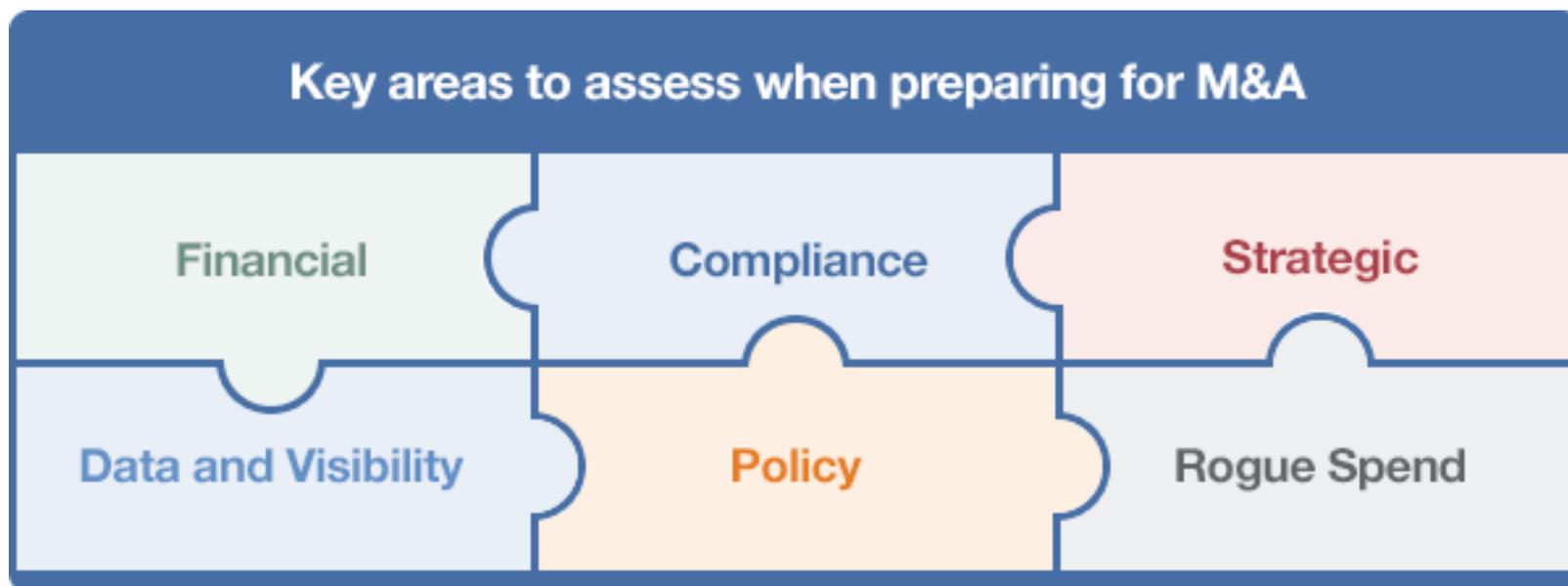
Meaningful Data

As organizations embark on the arduous journey of post-transaction transformation, the more data they are armed with to support the value of the program, the better off they will be. Having the "keys to the kingdom" in terms of data further solidifies the value of the program.

The Silver Bullet: A Worker Tracking Solution

If there is one infallible means of preparation for M&A activity, it is considering a worker tracking solution. Knowing the location and employer of every resource, as well as their bill rate, is incredibly valuable throughout any

integration effort.



As M&A growth occurs, so does the use of contingent workers. Organizations must have flexibility as their business evolves. When we embrace these changes, we not only enable the organization's success, we also allow for growth within our own business. As they say: "When the winds of change blow, some people build walls, but others build windmills." Read [our latest white paper](#) to learn more about how to prepare.

Jennifer Torney
Vice President, Strategic Client Solutions
ManpowerGroup Solutions



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