

The Experts in Your Business can become Experts in Integration

With M&A, the integration of the businesses must deliver the envisioned value, which can be challenging. We help acquirers deliver the M&A value they plan for during their transaction



We create successful in-house integration teams



Training and Certification

- Knowledge and skills to develop *Acquisition Integration Managers*
- Relevant, actionable, practical learning
- Monthly Mastermind groups
- Checklists, templates, reference document downloads <https://intista.com/caim/>



Mentoring

- Intista leads and manages integrations while employees shadow and learn
- Aligns integration strategy with deal thesis
- Develops careers paths for employees
- Strategy, setup, announcement, planning, execution and reporting



Support

- Employees lead the integration, Intista supports them
- Delivery through flexibility, determination, pragmatism, and empathy



Resources

- Supplement or plug resource gaps, with deployed, fractional expertise
- Pragmatic delivery agents
- Continued access to online training

Acquisitions Rarely Fail. Integrations Fail



Objectives not met



Missed business opportunities



Losing key staff



Unrealized value



Operational mistakes



Missed Deadlines



Lack of staff engagement



Implementation inefficiencies

Private Equity



Gain a competitive advantage in scaling. Exit businesses that have used integration Best Practices

Strategic Acquirers



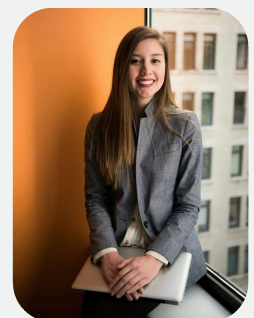
Successfully balance acquisitions and your organic growth

Advisors



Provide clients with best recommendations for achieving M&A value

Consultants



Plan and deliver M&A integrations that return the projected value

Only 30%* of acquisitions achieve their objectives.
We achieve 90% of integration objectives

We address all five areas of integration



People



Tech



Operations



Processes



Cultures

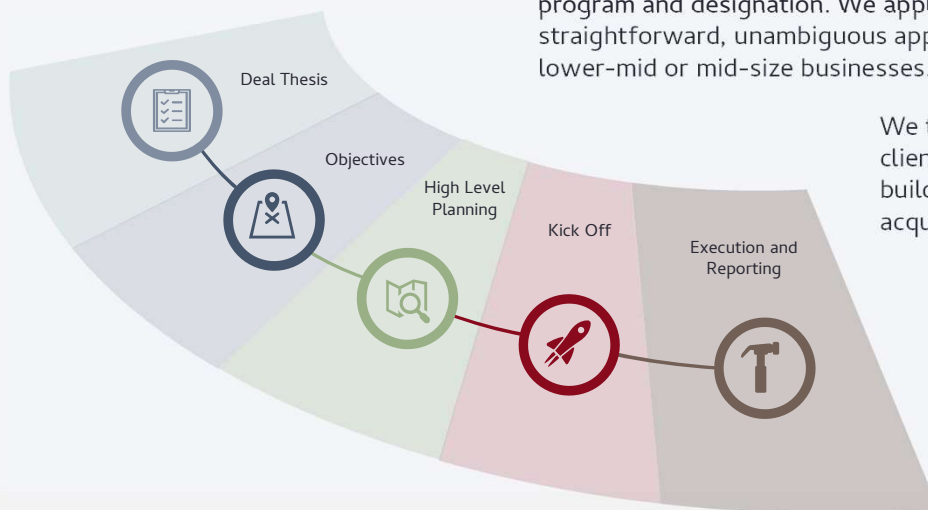
In every team, in every location.

Intista developed the *Certified Acquisition Integration Manager*[®] (CAIM) program and designation. We apply its SSIM[™] methodology: a straightforward, unambiguous approach to integrating acquired lower-mid or mid-size businesses.

We train, certify, mentor, and support our clients' employees in acquisition integration, building in-house competencies for serial acquirers

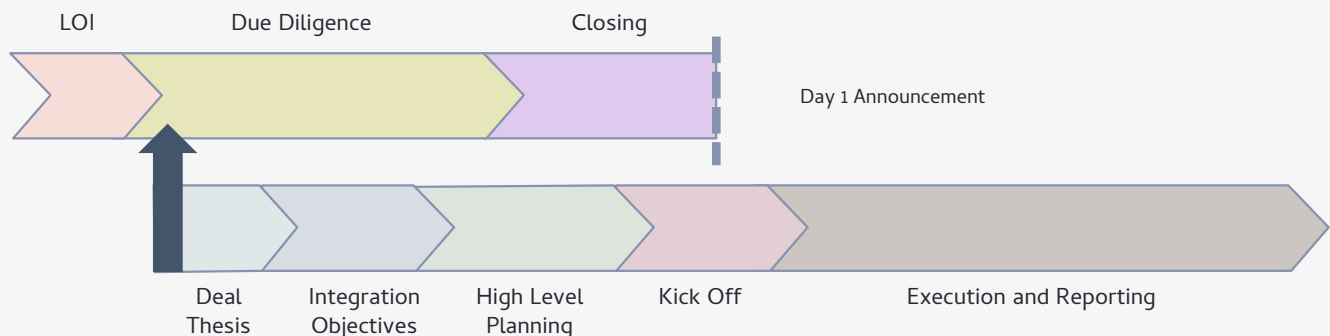
Your People. Our Expertise

Learn more at
<https://intista.com/integration/ssim/>



When to Involve the Integration Team

The Integration Team is selected after LOI is completed. The Integration Management Office (IMO) is engaged when Due Diligence is underway



Solutions

More than a dozen industries, seven engagement types. Focused on acquired lower-mid and mid-size businesses.



Deal size between \$5M and \$2B































Most typically our clients acquire business between 30 and 300 employees



Acquirer can be any size



>50% of our engagements have some cross border element

Client	Location(s)	Industry	Engagement Type	No. of acquired employees
	USA: IN, PA, CA	 Construction	Integration delivery & IMO development	650
	China, Germany, Ireland, USA, UK, Italy	 Medical devices	Integration delivery	400
	USA, UK	 Automotive	Integration training	N/A
	USA: GA, UT	 Construction materials	Integration strategy	750
	USA: FL	 Medical staffing	Integration delivery	200
	USA: FL, AZ	 Healthcare assessments	Integration delivery	100
	USA: FL	 Retail	Integration delivery	29,000
	USA: TX	 Construction	Transformation assessment	N/A
	USA: OK, TX, FL	 Flight simulators	Integration delivery	7,600
	USA: PA	 Traffic Safety	Integration delivery & IMO development	N/A
	USA: LA	 Construction	Acquisition announcement prep.	25
	USA: FL	 Medical Practices	Integration delivery	35
	USA, Canada	 Engineering ERP	Integration delivery	10
	USA: FL	 Retail	Business Analysis	N/A

Learn more about our projects at www.intista.com/portfolio/

12 Ways to Deliver M&A Value

For acquisitions to bring value, the integration of the businesses must deliver the Deal Thesis



Ownership

1. Appoint a person to deliver the integration. Select a hierarchy of people who will contribute their parts of the integration and report to the leader
2. Leadership must ensure that departments Buy Into the acquisition: they are aligned with the fact that the acquisition is an important business initiative, and the integration will affect their resources
3. Workstream leaders need the bandwidth to devote at least 25% of their time to the integration: these are collaborative, communicators who navigate the chaos of working in on many fronts, while being a positive influence upon the culture
4. Once the Integration Management Office (IMO) has identified the strengths, leadership should focus upon encouraging or helping the weak links in the chain



Communications

7. Plan your announcement carefully: what, where and how you will announce an acquisition will affect how employee engagement
8. Employee communications are usually sustained at first but drop off soon after. In the absence of information, employees will fill the silence with guesswork, rumor and worst-case scenarios
9. Communicate honestly and frequently, adjusting the messaging as the integration progresses. Aim to keep trust



Project Management

10. Use *simple* tools for tracking integration activities. Progress must be summarized for executive review



IT

5. Migrating network domains (including email accounts) is a minefield of problems that need to be navigated. The owner of this must think of (and accommodate) every scenario that could go wrong
6. Often, the biggest cost in an integration. Make sure they are supported, not questioned (and delayed) with budgeting discussions



Revenues

11. Plan for revenues to not grow significantly in the first 6 or 12 months: integrations are huge distractions and disruptors to business operations



HR

12. Resist letting employees go to save costs. The damage to the morale, trust and productivity can often be greater than the savings