# Delivering the Value of Add-on Acquisitions

Every add-on acquisition creates turbulence. Intista organizes, prioritizes, communicates, plans, and facilitates the integration of acquiring and acquired businesses so that the price acquirers paid for, is the value that is delivered.

Intista®
M&A Integration

## What We Do

An acquisition's success is measured by its performance after the transaction: the integration of acquiring and acquired businesses. We effectively address these five areas of integration, in every team, in every location:


People


Operations


Tech


Cultures


Processes



### Integration Delivery

FOR ACQUIRERS

Run the integration end-to-end for businesses that need the resources or expertise to navigate the turbulence and deliver the value as envisioned by the Deal Team.



### Platform Readiness

FOR ACQUIRERS or SELLERS

Assess and improve the ability of a business to successfully merge with another business when an acquisition takes place in the future.



### Training and Certification

FOR INDIVIDUALS or TEAMS

Develop and mentor individuals or teams to achieve the *Certified Acquisition Integration Manager®* (CAIM®), credential behind the practice.



### In-House Integration Talent

FOR TEAMS

Create or improve the results of in-house Integration Teams, staffed by your employees: training, certifying, mentoring, and supporting them to deliver your future integrations.



### Addressing Incomplete Integrations

FOR ACQUIRERS

Diagnose and restart integrations whose progress has paused or stopped, getting the acquisition back on track to deliver the value the Deal Team originally envisioned.



# Integration Delivery

Turning the deal strategy into a plan of action, and end-to-end delivery of the planned value

Plan · Announce · Change

FOR ACQUIRERS

Leverage our extensive experience in the delivery of lower-mid and mid-size M&A integrations. We run the integration end-to-end, for businesses that need the resources or expertise to navigate the turbulence and deliver the value as envisioned by the Deal Team:

- Plan, set up, prepare to announce, and deliver the integration of an add-on acquisition
- Create a fully integrated business that has the competence to meet the growth expectations envisioned by the Deal Team
- Apply our proven integration SSIM™ framework
- Access to practical tools and templates

A pragmatic, agile delivery of integration projects and tasks

Learn more about how we deliver deal value in our engagements:
https://intista.com/what-we-do/delivery/



# Platform Readiness

Preparing a business for rapid scaling via M&A and thorough integration

Assess · Plan · Change

FOR ACQUIRERS or SELLERS

## Buy Side

Assess and improve the ability of a business to successfully merge with another business when an acquisition takes place in the future.

- Integration Readiness Assessment
- Identification of integration risks, dependencies
- Program management of transformational projects to create scalability through repeatable capabilities, focused on business operations, technology, and playbook creation

## Sell Side

Helps business sellers prepare for buyer Due Diligence, so that they will integrate cleanly into an acquirer's platform business and deliver on their "value story".

- Assess organizational, technology, data readiness, culture and retention risks
- Stabilize operational and process clarity
- Build governance, create documentation

Learn more about preparing your business to acquire or be acquired
https://intista.com/what-we-do/platform-readiness/



# Training and Certification

Unrivaled training and certification for integrating acquired lower-mid or mid-size businesses.

Train Certify

## FOR INDIVIDUALS or TEAMS

Training and certification for M&A integration individuals or teams through our Certified Acquisition Integration Manager® (CAIM®) program.

The CAIM® imparts practical, actionable steps, and recommendations for the successful integration of lower-mid and mid-size acquisitions:

- Plan people, operations, technologies and cultural integrations
- Announce the acquisition on "Day 1"
- Execute, track, and report workstream progress and dependencies

Gain the knowledge and skills to integrate acquired lower-mid or mid-size add-on acquisitions

- Relevant, actionable, practical learning that can turn the deal thesis into an executable, communicable, plan
- Monthly Mastermind groups
- Checklists, templates, reference document downloads

Find out more about how we teach the integration of an acquired add-on business: https://intista.com/caim/



# In-House Integration Talent

## Your People. Our Expertise

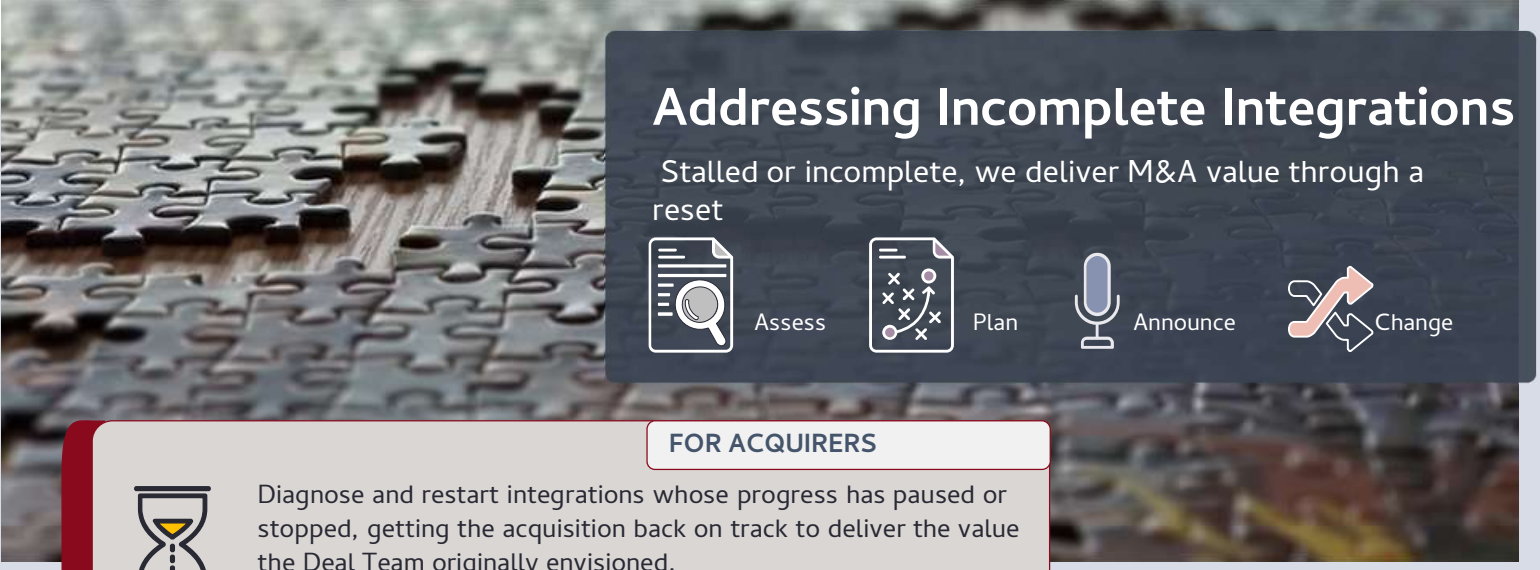
Train Certify Mentor

## FOR TEAMS

Elevate in-house Integration Teams from your employees: training, certifying, mentoring, and supporting them to deliver your future integrations

- Avoid relying solely on external consultants, building effective integration teams
- Employees of acquirers, are guided and supported through the learning curve of delivering their own integrations
- Leans into Intista's *Certified Acquisition Integration Manager*® (CAIM®) training program
- Side-by-side mentoring of employees, walking them through setup, scheduling, decision-making, and integration delivery
- Ongoing advisory and mentoring

Learn about building and improving integration teams within your business: https://intista.com/what-we-do/grow-team/



# Addressing Incomplete Integrations

Stalled or incomplete, we deliver M&A value through a reset

Assess Plan Announce Change

## FOR ACQUIRERS

Diagnose and restart integrations whose progress has paused or stopped, getting the acquisition back on track to deliver the value the Deal Team originally envisioned.

Stalled or underperforming integrations are reviewed and assessed. Custom procedures are designed and implemented, followed by revisiting past integrations

- Emphasizes lessons-learned to strengthen future acquisitions
- Resets governance, prioritizes remaining work, and reboots selected integrations to improve outcomes

**Intista Provides**

- Diagnostic review, applying experience to the assessment process
- Redesign of processes and reinforcing cultures to improve repeat-acquisition success
- Intista's *Certified Acquisition Integration Manager*® (CAIM®) training program
- Change Management implementation of new framework

Learn about how we re-energize a stalled or incomplete integration
https://intista.com/what-we-do/fix-integrations/

## Acquisitions Rarely Fail. Integrations Fail

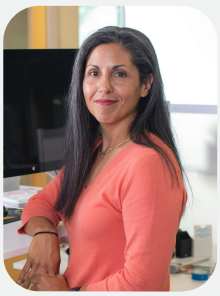
- Objectives not met
- Missed business opportunities
- Losing key staff
- Unrealized value
- Operational mistakes
- Missed Deadlines
- Lack of staff engagement
- Implementation inefficiencies

### Private Equity



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

### Strategic Acquirers



Successfully balance your business' inorganic and organic growth

### Advisors



Provide clients with recommendations and implementations that deliver M&A value

# Solutions

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

Deal size between $5M and $2B

Acquirer can be any size

Most typically our clients acquire business between 15 and 300 employees

>50% of our engagements have some cross border element

| Client | Location(s) | Industry | Engagement Type | No. of acquired employees |
|---|---|---|---|---|
| WT Group | USA: IL, FL | Construction | Integration delivery & IMO development | 40 |
| Wacoal | USA: NY, NJ, PA | Manufacturing | Integration delivery | 120 |
| GreenArrow | USA: IN, PA, CA, FL | Construction | Integration delivery & IMO development | 650 |
| Wallaby Medical | China, Germany, Ireland, USA, UK, Italy | Biotech | Integration delivery | 400 |
| Cox Automotive | USA, UK | Automotive | Integration training | N/A |
| BORAL | USA: GA, UT | Construction materials | Integration strategy | 750 |
| Cross Country Healthcare | USA: FL | Medical staffing | Integration delivery | 200 |
| Matrix Medical Network | USA: FL, AZ | Healthcare assessments | Integration delivery | 100 |
| Office Depot | USA: FL | Retail | Integration delivery | 29,000 |
| Beyer Construction | USA: TX | Construction | Transformation assessment | N/A |
| CAE | USA: OK, TX, FL | Flight simulators | Integration delivery | 7,600 |
| Flagger Force | USA: PA | Safety | IMO development | N/A |
| Envision Healthcare | USA: FL | Medical Practices | Integration delivery | 35 |
| CADTALK | USA, Canada | Engineering ERP | Integration delivery | 10 |

Learn more at www.intista.com/portfolio/

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Intista® M&A Integration

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