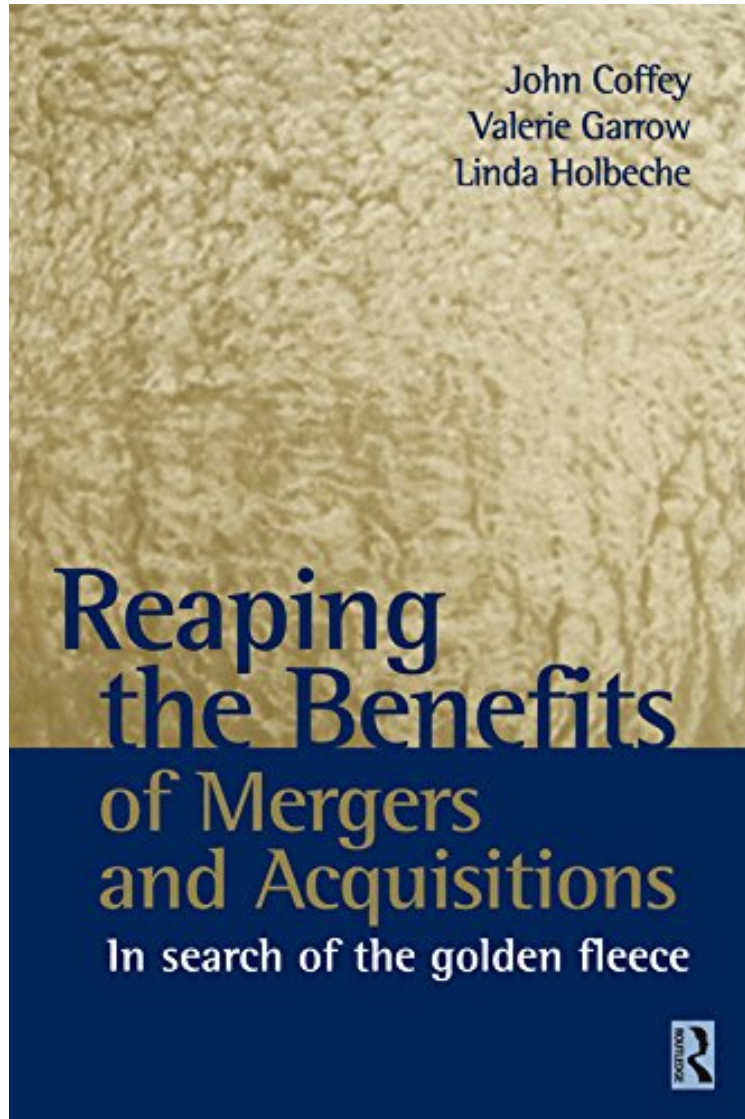


Reaping the Benefits of Mergers and Acquisitions

John Coffey, Valerie Garrow, Linda Holbeche
DOC | *audiobook | ebooks | Download PDF | ePub



#4356491 in eBooks 2012-04-27 2012-04-27File Name: B007ZZ95EU | File size: 30.Mb

John Coffey, Valerie Garrow, Linda Holbeche : Reaping the Benefits of Mergers and Acquisitions before purchasing it in order to gage whether or not it would be worth my time, and all praised Reaping the Benefits of Mergers and Acquisitions:

1 of 1 people found the following review helpful. REAP THE BENEFITS OF THIS GREAT BOOK!By Gerry SternThis book explores different aspects of the mechanics of a merger, but focuses on how to build the intangibles which ensure success. Written for practitioners, it suggests tools and approaches. The authors point out classic merger pitfalls, give an overview of the merger process, and spotlight the key elements for success: getting the business strategy right and understanding what needs to be managed on the people side. Primary topics covered include:

business strategy integration; managing the planning and implementation process; building a culture that supports the business strategy; structuring the organization; placing people in the right jobs and retaining them; and integrating systems, including information and people management systems. Comprehensive, rich in content, and superbly organized. A great buy!

Will the early years of the new century continue to witness the huge growth in merger and acquisition activity which marked the end of the last? The chances are that they will - witness the value of deals carried out by the top five investment banks in the first quarter of 2001 alone (\$456.2 billion). The quest for the golden fleece is alive and well. Will the majority of MAs continue to fail to achieve their potential value? This book is about breaking out of the cycle of grand strategy, great prospects, poor implementation, lost opportunities. The authors believe that it is possible for MAs to realise their value - and more. Bringing home the golden fleece involves more than just setting sail in quest for riches. It's about understanding the destination/end game, and working out the most appropriate route. This book has been written with the practitioner in mind, with the thirteen chapters split into three sections. The first section provides an overview of the merger process and outlining the key elements of success. Section Two focuses on the nuts bolts of managing the integration process - from transition to full integration. Illustrated by a detailed case study of Articon Integralis AG, the leading supplier of IT Security Solutions and Services in Europe. The final section looks at the themes that can make or break mergers - creating the culture of the new organisation, communications, retention and the roles of line managers and HR. Each section is supported by checklists that should be helpful whether you are a novice at the merger game or an expert.

"...more sound advice on topics ranging from designing a communication plan to using 'golden handcuffs' ... is a usable blueprint for practitioners going through a merger for the first time, and a set of useful checklists for Y A addicts." Steven Bates, MD, JP Morgan Fleming Asset Management - Human Resources, March 2002 "For line managers and HR specialists with an interest in MAs the book provides real practical guidance to getting on to the front foot for the key first 100 days. There is a real understanding of the critical success factors and potential pitfalls throughout the MA process, particularly the leadership, organizational, social and cultural issues." Mike Pemberton, Group HR Director, CGNU plc

From the Publisher Bringing home the Golden Fleece involves more than just setting sail in quest for riches. It's about understanding the destination/end game, and working out the most appropriate route. This book has been written with the practitioner in mind, with the thirteen chapters split into three sections. The first section provides an overview of the merger process and outlining the key elements of success. Section Two focuses on the nuts bolts of managing the integration process - from transition to full integration. Illustrated by a detailed case study of Articon Integralis AG, the leading supplier of IT Security Solutions and Services in Europe. The final section looks at the themes that can make or break mergers - creating the culture of the new organization, communications, retention and the roles of line managers and HR. Checklists that should be helpful whether you are a novice at the merger game or an expert support each section.

About the Author John Coffey is an associate consultant with Roffey Park. He specialises in helping clients manage major change projects, including transition management of mergers. Valerie Garrow is a senior researcher with Roffey Park. She has been involved in a variety of research projects including mergers and strategic alliances. She is author of several reports and regularly presents at seminars and conferences. She advises on designing and implementing 360 degree feedback processes and works with organizations on post-merger integration. Linda Holbeche is Research and Policy Director at the Chartered Institute of Personnel and Development (CIPD). Linda is responsible for leading the CIPD's extensive management research programme and the translation of that knowledge into practice for the benefit of all those involved in the management and development of people. She heads a 40 strong team, including 12 expert research advisers, and is a key spokesperson and advocate for the people management and development profession, in the media and in relations with government and other opinion formers. Linda was previously with the Work Foundation where she was Director of Leadership and Consultancy and prior to this she was Director of Research and Strategy at Roffey Park Institute for 12 years.