



Merger Recombination Application Factsheet

Challenge

- Lack of insight into the costs of human capital during mergers and acquisitions
- Financial results typically fail to achieve the predicted return on investment
- Leads to a more inefficient organization and higher human capital costs

Benefits

- Reveals the current cost of human capital during due diligence
- Speeds the restructuring and transition process into the newly formed organization
- Creates an organizational blueprint for assessing the future need for merger and acquisition targets

Mergers and acquisitions are a crucial strategic tool for companies to acquire new markets and improve competitive positioning. However, the results are often disappointing despite greater efficiencies, lower costs, and innovation gains. While robust means exist to evaluate financial strength, product competitiveness, and market viability, many mergers still fail to generate the predicted returns for investors.

The interplay of human capital between parent and acquired companies is the least understood aspect of acquisitions. Great energy is spent on retaining top performers and fusing cultures, but corporations still fail to achieve genuine synergies within the merged organization. Inevitably this leads to poor execution and higher human capital costs.

Solution

Merger Recombination provides corporations the blueprint to better align resources in the newly formed organization. This blueprint minimizes disruption, speeds transition, and improves the chances of executing a successful merger. At the core of this blueprint is the

currency of skills, which is used to assess human capital during due diligence and through the post-transition reorganization. As a result, WingSpread enables organizations to better prepare for and subsequently navigate the challenges of mergers and acquisitions.

Using our web-enabled “SaaS” technology, coupled with precise skills mapping of employees to positions and goals, the Merger Recombination solution provides a measureable and quantitative analysis of talent. The analytical engine of WingSpread quickly generates reports across various dimensions of human capital to enable in depth insight into the strengths and weaknesses of talent across the organization.

Conclusion

Merger Recombination endows the organization with the precision to measure and manage human capital in mergers and acquisitions with accuracy usually expected only in financial matters. In an environment of fierce competition and growing intolerance for poor execution, WingSpread is your partner for achieving success.

WingSpread addresses the fundamental equation governing Human Capital Optimization: “The work to be done must equal what workers can do.” Skills are the critical element in solving this equation as skills are measurable and quantitative. Developed from over 30 years of experience in the fields of executive recruiting and corporate strategy, WingSpread applies an innovative methodology and web-enabled “SaaS” analytics technology to help organizations to evaluate talent and take decisive action. Our solutions enable companies to overcome challenges from recruitment and workforce planning to corporate acquisitions and restructuring to achieve better returns on their investment in human capital.