



# Why Intentions Matter in Making Mergers Work

Part 1 of a 2-part *InSights* article on post-merger integration



# Making Mergers Work

**Markus Venzin, Matteo  
Vizzaccaro, Fabrizio Rutschmann**

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organisational structure coordination information sharing incentives controls change management culture and the role of power and influence in your business With three new chapters expanded coverage and new examples the Second Edition of this highly successful book is the definitive guide for turning strategy into action Reaping the Benefits of Mergers and Acquisitions John Coffey, Valerie Garrow, Linda Holbeche, 2012-04-27 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 M As 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 M As 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 **Mastering the Merger** David Harding, Sam Rovit, 2004-11-04 Today s corporate deal makers face a conundrum Though 70% of major acquisitions fail it s nearly impossible to build a world class company without doing deals In Mastering the Merger David Harding and Sam Rovit argue that a laserlike focus on just four key imperatives before executives finalize the deal can dramatically improve the odds of M 2 determining which deals to close and when to walk away 3 identifying where to integrate and where not to and 4 developing contingency plans for when deals inevitably stray Top deal makers also favor a succession of smaller deals over complex megamergers and essentially institutionalize a success formula over time Helping executives zero in on what matters most in the complex world of M A Mastering the Merger offers a blueprint for the decisions and strategies that will beat the odds *The Routledge Companion to Mergers and Acquisitions* Annette Risberg, David R. King, Olimpia Meglio, 2015-06-19 Mergers and acquisitions M As are events that attract considerable interest from academics and practitioners and much research has been conducted into their impact on individuals organizations and societies Yet despite all the existing research and the varied theoretical and methodological approaches employed there remains more to learn about M As The Routledge Companion to Mergers and Acquisitions takes a detailed look at this multifaceted subject using a novel framework of four domains substantive issues contextual issues methodological issues and conceptual issues Drawing on the expertise of its international team of contributors the volume

surveys the state of the field including emerging and cutting edge areas such as social network analysis and corporate branding This Companion will be a rich resource for students researchers and practitioners involved in the study of M As and organizational and strategic studies more widely

## Decoding **Making Mergers Work**: Revealing the Captivating Potential of Verbal Expression

In a period characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its capability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Making Mergers Work**," a mesmerizing literary creation penned with a celebrated wordsmith, readers attempt an enlightening odyssey, unraveling the intricate significance of language and its enduring affect our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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