



HR Leadership On-Demand Acquisition & Integration

Company Profile

- Business processes
- \$200M subsidiary of \$18B company

Position/Timeframe

- Interim HR Executive
- 6 days/week for 7 weeks

Situation

- Company was acquiring a division that was 3.5x its current size in over 30 countries.
- Company had gaps in expertise and bandwidth to properly execute within a tight timeframe.
- Company needed additional resources for senior level HR experience with acquisitions, integration and global environments.

Implementation

- Compiled, coordinated and implemented all aspects of retention and incentive program relating to acquisition for executives and key staff
- Created and coordinated Q&A process & forum worldwide.
- Addressed situations arising from the Q&A forum that had not come up during the due diligence or acquisition planning process.
- Provided insights and responses on individual cultures to properly address the actual vs. perceived situations.
- Working with country HR leads, created global training and policy manual for all HR related changes due to acquisition for HR, management and all staff

Results

- Increased retention and offer acceptance due to amount of information provided, responses and transparency.
- Increased productivity by 4x within acquisition team to address worldwide employee questions.
- Issues were resolved more quickly with better local knowledge of culture and working environment
- Increased morale with excitement and more positive view of acquisition

