



Mergers & Acquisitions - Change Solutions

Critical Success Factors

Once the financial aspects have been reconciled, the human aspect of large and small mergers and acquisitions comes next. Understanding the people component of corporate evolutions takes the understanding and expertise that comes from hands-on experience and exposure. Evantec defines each of its merger and acquisition projects by seven (7) critical success factors:

1. Common Understanding of Goals
2. Strategic Alignment and Support
3. Creating Champions of Change
4. Delivering Consistent Communications
5. Executing on a Stated Mission and Vision
6. Efficient Processes
7. Valued Employees

These seven (7) elements help us guide the development of solutions and measure our own success in delivering value to our customers.

Solutions

Evantec helps healthcare, pharmaceutical and biotechnology companies realize the critical elements of their successful and human merger management processes.

M & A – Change Solutions offers a broad spectrum of post-merger change management. Each solution is based on industry recognized methodologies and is customized to meet the unique needs of each organization. Insight, experience and best practices gained from over 15 years of implementation are the cornerstone of each program. Each solution combines elements from the following:

- Strategic Alignment
- Mission and Vision Development
- Corporate Goal Alignment
- Culture Configuration
- Internal survey, assessment and communications
- Role and Responsibility Evaluation
- Process Effectiveness and Efficiency
- Skills Benchmarking
- Education and Upskilling Program Definition and Development
- Multi-Level Coaching and Skill Facilitation
- Coaching and Facilitation
 - Managing through Turmoil
 - Mid-Management Coaching and Leadership Skills
 - Building Strategic Partnerships with your Employees

For more information on customer solutions for unique situations: info@evantecsolutions.com.