



# Perfect M&as - The Art of Business Integration

*Paul Siegenthaler*

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## **Perfect M&as - The Art of Business Integration** Paul Siegenthaler

Fact: 50 to 80% of mergers and acquisitions fail. This book goes straight to the root causes of most of those failures, and hones in on the specific elements that senior and middle managers can use or develop to deliver an orderly business integration, a smoother experience for the individuals in the organisation, and the realisation of the benefits that the initiators of the merger had promised to deliver. What structure, resources, behaviour and interaction are key in shaping people's minds, building acceptance of change, energizing teams, creating a sense of common purpose, blending two organisations into one and actually delivering the merger's business case? This book will give you a tangible feel for the journey upon which you are about to embark, allowing you to check that the key elements discussed here are included in your integration plan and will be applied during its implementation.

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