

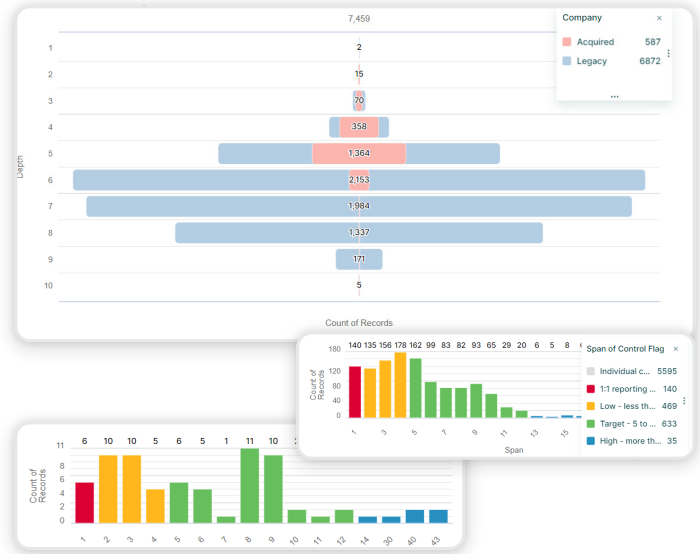
Delivering value through mergers and acquisitions

Address data challenges to deliver promised value

Unlocking possibilities: The power of technology in realizing M&A value

The importance of speed in business transformation has made mergers and acquisitions (M&A) a central strategy for many businesses. In 2023 alone, deals worth over \$3.6 trillion were completed, marking a significant uptick in corporate consolidation and restructuring efforts.

But M&As are often complex and require a very diligent approach. The need for efficiency, speed, alignment, and high-level security means businesses need to have the right processes, data insights, and technology in place to maximize deal value and pave the way for a successful outcome.



▲ Reviewing key organizational metrics in both businesses

3 fundamental challenges in mergers and acquisitions

Data and process integration

▶ Integrating disparate data sources and systems often leads to fragmented information, complicating the evaluation and integration process. Additionally, reliance on slow, error-prone manual methods and multiple stakeholders can further impact efficiency.

Risk management and security

▶ Without a comprehensive plan and advanced technology, managing risks and uncertainties can delay integration and reduce value. Ensuring security and confidentiality before deal closure is also critical to protect sensitive information.

Synergy tracking and monitoring

▶ Achieving and tracking projected synergies throughout the M&A process is complex and requires ongoing attention. Effective monitoring is essential to ensure that the anticipated benefits are realized and integrated smoothly.

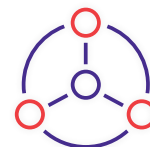
Enablers of success throughout the M&A process



Having access to the right data and insight at the right time



Smooth hand-offs and collaboration between teams



Clear data governance process and connections between systems

A SaaS platform that changes everything

Orgvue is a SaaS platform designed to support your M&A process by providing the tools necessary for quick, efficient, and effective workforce optimization.

From day 1 planning to synergy tracking, Orgvue offers a comprehensive solution that minimizes risk, ensures data connectivity, and delivers full visibility across the entire M&A lifecycle.

- ▶ **Centralized and trusted data:** Manage all your data in one secure platform
- ▶ **Advanced modeling:** Simulate and visualize organizational structures and scenarios
- ▶ **Department alignment:** Enable collaboration with unified data
- ▶ **Accelerated transformation:** Speed up integration and reduce risk
- ▶ **Real-time synergy tracking:** Monitor and track synergies to ensure success

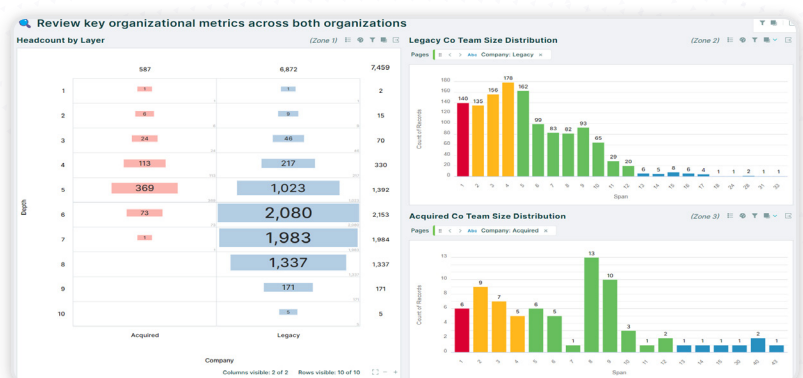
1. Due diligence work and current state analysis

Evaluating the target business to identify workforce risks and synergy opportunities.

Bring your data from multiple sources into Orgvue, check its quality, and clean it as needed.

Review your organizations to spot areas that need improvement, and compare key metrics like spans of control, team sizes, and distributions across both businesses.

Set up access controls to securely manage your data every step of the way.



▲ Review key org metrics across both organizations

2. Mapping and levelling

Compare job levels and salary bands using side-by-side visualizations, as well as critical fields like job grades and compensation.

▲ Overlay existing job architecture to support mapping

Mapping and leveling recommendations are actioned and automated where possible, transferring insights from the target organization into the new structure. Roles are also mapped into the job taxonomy to ensure consistency and alignment across both organizations.

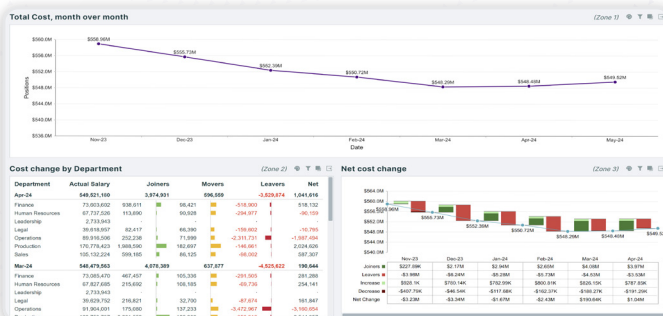
3. Integration and separation modeling

Establish day 1 structure model options, so you can start moving teams and individuals between organizations.

Detailed design actions are performed at the individual level, including reviewing compensation for changed positions and validating proposed changes.

▲ Submitting changes for approval

Results are exported to provide leaders with clear mappings and impact assessments. Once the data is finalized, offer letters are prepared, and acceptance is tracked to ensure a smooth transition.



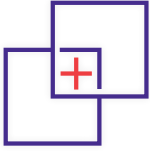
▲ Track cost month over month, cost change by department, as well as by joiners, movers and leavers

4. Synergy tracking and monitoring

Incorporate synergy targets throughout the planning and design process.

Actual headcount and cost changes are reviewed against project milestones, and the implementation of proposed changes is monitored over time to ensure alignment with synergy goals.

Customer story



Business goal

- ▶ Merge two of the largest global media companies following a \$70bn acquisition
- ▶ Build the new organization structure and transition to the new model, while minimizing cost and reliance on third parties



The Orgvue solution

- ▶ Integrated and centralized data from both businesses securely into Orgvue
- ▶ Built the new organization design in Orgvue and allocated more than 200k employees to positions based on skills and competencies
- ▶ Set up a distributed execution model across HR leaders to ensure consistent approach across the business
- ▶ Trained a center of excellence team of 60+ people to manage the process and monitor progress

The Outcomes

200k

Employees assessed and re deployed in the new structure

60+

Upskilled internal employees to run the process

“The process was complex, mostly because of the large volume of data and the sheer number of stakeholders involved... but we managed to get it done quickly, securely, and risk-free.”

VP of organization design

Orgvue is an organizational design and planning platform that empowers your business to transform its workforce by understanding the work people do and the skills they have. Our platform connects strategy to structure, providing clarity of vision, so you can build a more adaptable, better performing organization that thrives in a constantly changing world of work.

The world's largest and best-known enterprises and consulting firms use Orgvue to visualize and model current and future states of the organization and make faster, more informed decisions. The company is headquartered in London, with offices in Philadelphia, The Hague, Toronto, and Sydney.

For more information please contact:

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