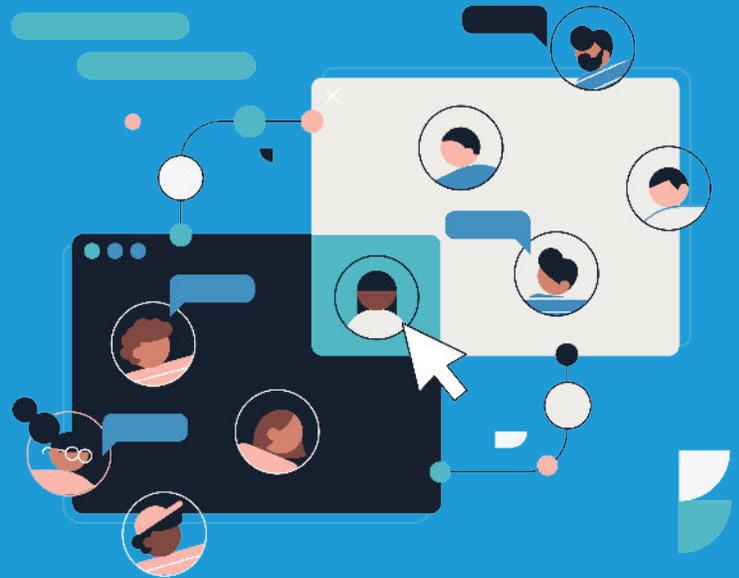# NAKISA
HANELLY

Make smart, quick, and easy org design a reality during post-merger integration

Poor decision-making during a post-merger integration (PMI) — caused by stilted communication among stakeholders, insufficient or inaccurate data, or disjointed work environments — can make the project spiral out of control. Indeed, traditional ways of managing PMI encourage these issues because they don't address today's increasingly complex organizational landscape. Studies indicate that 70 to 90 percent of acquisitions fail. McKinsey estimates that in 41 percent of cases, these projects take longer than expected, and 10 percent of the time the reorg ends up harming the newly formed organization.

Mapping out a comprehensive vision for the integration, assessing its impact on all employees, and overseeing the execution from every angle in an expedient, error-free manner is not an easy task. Nakisa Hanelly was built to address the organizational structure and workforce integration pain points experienced by enterprises during an M&A exercise.

Nakisa Hanelly ensures smooth, successful and data-driven change management by providing the change management team with insights on how to execute change to retain top talent in cases of conflicts, duplications of roles and more.

Nakisa Hanelly is built to extract valuable structural and people insights to specifically help your company implement a more agile structure, plan for increased diversity in the workforce, identify unconscious bias, help prevent turnover contagion among minorities, and ensure equitable representation of gender, race, and identity among your leadership team. Most organizations struggle to track key HR objectives during M&A integrations because of lack of visibility and analytics. With Nakisa Hanelly, these important initiatives won't fall through the cracks, providing solid ground for Day 2 and beyond.

Build a clear, responsible org design plan for your M&A transition that lasts

⊘ Spot integration risks around the corner

By involving HR teams in the early phases of a merger, post-merger integrations are more likely to succeed. That's because HR leaders can analyze the incoming workforce data and forecast integration issues. Doing this manually is time-consuming, and drilling down into the data is nearly impossible.

With Nakisa Hanelly, HR teams can look beyond the surface to spot cost issues that will cause concern later on, including pension liabilities, severance, and retention bonuses. They can also spot areas where costs can be saved, and scrutinize past hiring practices to evaluate whether solutions like unconscious bias training are needed. In addition, these insights can help proactively create M&A-specific HR guidelines that let the deal team know which employees are critical and how to address DE&I.
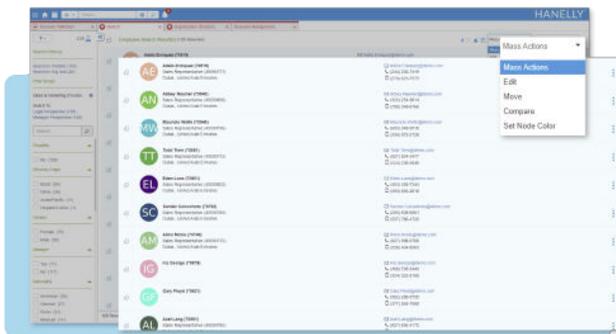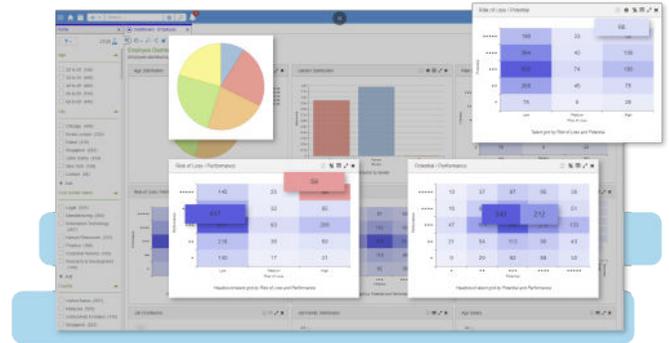
## ⊘ Avoid costly delays from inefficient operations

M&A plans often fail because they take too long to validate and implement. Project delays can drain resources even further. With Nakisa Hanelly, the days of working with out-of-date, invalid models are over. Our cloud-based solution features real-time data sync, ensuring your scenarios remain current as they go through rounds of approval and modification. Plus, changes that may occur during the transition period will always be accounted for.

Leverage secure, centralized communication channels built right into the software to communicate with executives and collaborate on your new structure in unison. Disjointed approvals via e-mail are also a thing of the past: Nakisa Hanelly allows leaders to give their approvals directly in the software. Nakisa Hanelly also keeps stakeholders aligned on the redesign every step of the way, and offers a global view of real-time workforce cost measurements to keep your budget on track. Avoid losing key performers who quickly grow impatient as they wait to see where they land during a merger.

✓ See the people at the heart of the shift to ensure structure performance

With Nakisa Hanelly, you can leverage advanced workforce modeling capabilities to test multiple scenarios, compare them side-by-side, execute mass changes and perform an immediate impact analysis to evaluate how you will integrate the new workforce and best combine both organizations to achieve synergies and goals. But boxes and lines don't tell the whole story. HR and M&A teams can make data-driven decisions on workforce size, composition, talent, locations, skills, and DE&I for a human-centric approach to org design. As the new organization grows naturally over time, our platform helps HR leaders track key performance metrics to ensure that the model is achieving your targets.
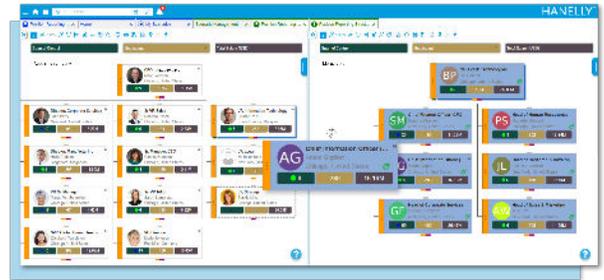
✓ Merge employee datasets from both companies for a clear post-merger view

Having multiple sources of employee data across disparate solutions makes understanding where the businesses stand now, and planning for the future, incredibly difficult. Nakisa Hanelly's Data Quality dashboard helps you automate data error detection and reporting out of the box to ensure accuracy as you integrate and synchronize data from all your newly acquired ERPs and HCMs. Unifying HR data into one platform gives you the single source of truth you need to make sound decisions. Mergers of all sizes are possible with our platform: it can support an unlimited number of employees and positions, and automatically normalizes data so that the target firm's information can be cleanly merged with yours.
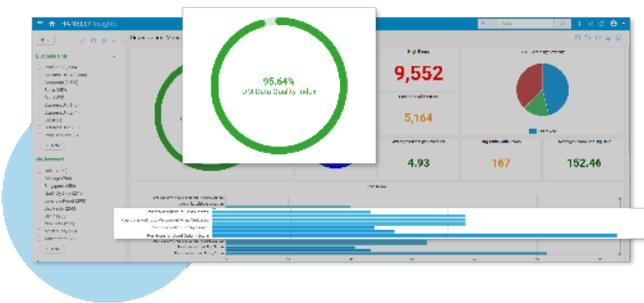
✓ Achieve M&A Day 2 integration success

Tending to the post-merger phase is just as important as the frenzied M&A integration activities. Nakisa Hanelly is designed to encourage continuous feedback so you can maintain visibility on where value is being delivered in the new structure as well as where things could improve. Typical post-merger challenges, such as having too many layers and DE&I programs that underperform, tend to linger unnoticed and quietly drain value. With Nakisa Hanelly, you'll be equipped to continuously evaluate HR program performance, making it easy to flag and correct issues.

Realize a hassle-free M&A org design experience with these features

Data consolidation:
Nakisa Hanelly is your single source of truth for accurate info, offering seamless integration with multiple HCM and ERP systems through purpose-built APIs that make merging data a foolproof process.

Sandbox environment:
Experiment with various merger scenarios in an environment that leaves source data unaffected. Models generated in the sandbox are easy to tinker with, and leverage accurate, real-time data so that your scenarios are always up to date.

Secure in-solution collaboration:
Share your work with stakeholders of your choosing and enjoy seamless collaboration. Discuss scenario changes securely within Nakisa Hanelly's chat forum, centralize all communications to obtain feedback in one place, create group conversations, tag colleagues, and share attachments.

Executive summary:
Get a quick overview of your scenario thanks to this feature, which includes its description and objectives, along with graphs illustrating the progress your team is making towards scenario targets.

Mass changes:
Use mass-edit and mass-move capabilities to easily normalize the data you are merging as part of M&A integration. This is the quickest way to execute changes, scale your workforce data and have changes permeate your scenarios.

Work areas and approvals:
Assign work areas to key contributors and initiate scenario approval workflows to simplify stakeholder collaboration and buy-in.

Side-by-side visualization:
Model various merger scenarios and compare them side by side to preview how moving people and positions around impacts your metrics and KPIs.

Storyboards:
Nakisa Hanelly allows you to create a presentation out of the charts, dashboards, graphs, maps, and other analytics displayed in the solution. Use this up-to-date, interactive data to share your merger plans and progress with key stakeholders.

Scenario writeback:
Write back your new structure and data with a push of a button when you're ready.

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Bring in the right solution to ensure a successful merger or acquisition execution. Make sure you have an agile, real-time organizational design platform on your side.

Contact us to learn more