

Streamline Organization Design: Mergers and Acquisitions Use Case



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HANELLY

The Business Case

In recent years there has been a steady increase in M&A activity as a source of business growth across all industries. There are many reasons for a business to decide on M&A as a growth strategy. Some of the top reasons include:



Expand customer base



Diversify products and geographical reach



Talent acquisition

The underlining reason is to grow quickly and become more competitive. However, fast expansion comes with its own difficulties. Trying to accelerate return on investment with the required fast integration can compound existing challenges. If handled incorrectly, these challenges can be devastating for the business.



Almost two-thirds of respondents (63 percent) are going beyond the spreadsheet and using new M&A technology tools to assist with reporting and integration. Respondents say the tools help reduce conflicts, costs, and time—likely key factors in making more deals work.

Deloitte, State of the deal, M&A trends 2018

The Challenges



Visualize Each Organization

Understanding each organization individually is difficult as they often use incompatible systems to store information, preventing smooth collaboration, causing delays and inconsistencies.



Loss of Key Talent

During M&A activity, uncertainty about job security, chain of command and org structure can cause the best and brightest from each organization to leave before the M&A is complete.



Data Conversion and Reporting

Due to incompatibility between tools, converting data from various systems and reporting tools is difficult and prone to mistakes. Data integrity can often become an issue.

The Solution



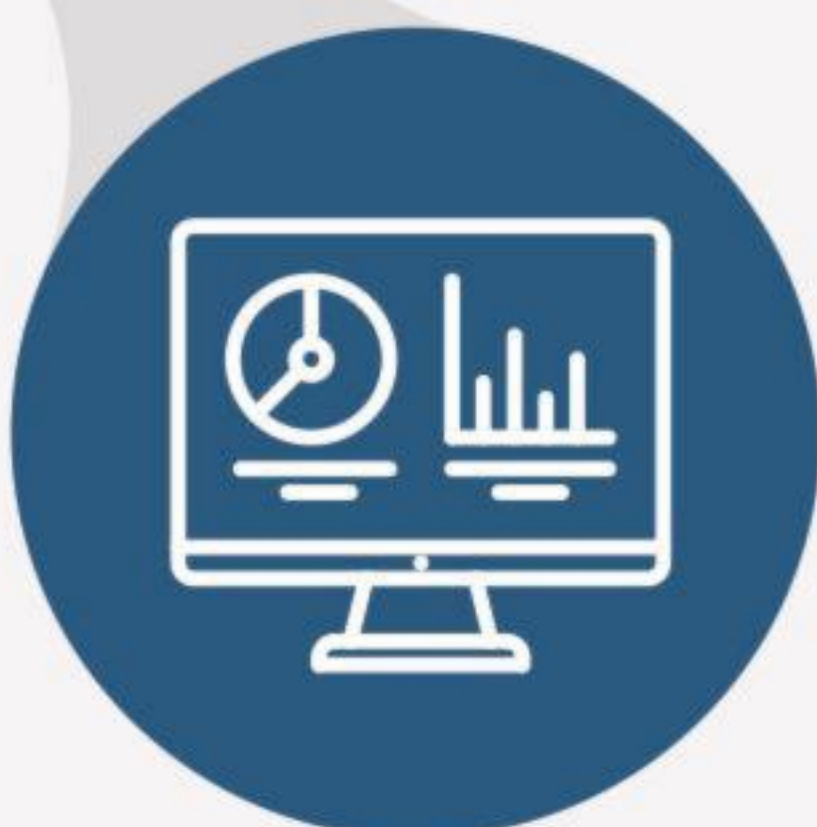
Modelling and Visualization

Improve M&A integration success with modeling and visualization of data across multiple organizational structures all within one tool. Before, during and after the integration.



Integrate Data

Seamlessly combine organizational data from multiple HCM solutions to identify and retain your key talent. Create temporary org charts during transition to keep clear management structure throughout.



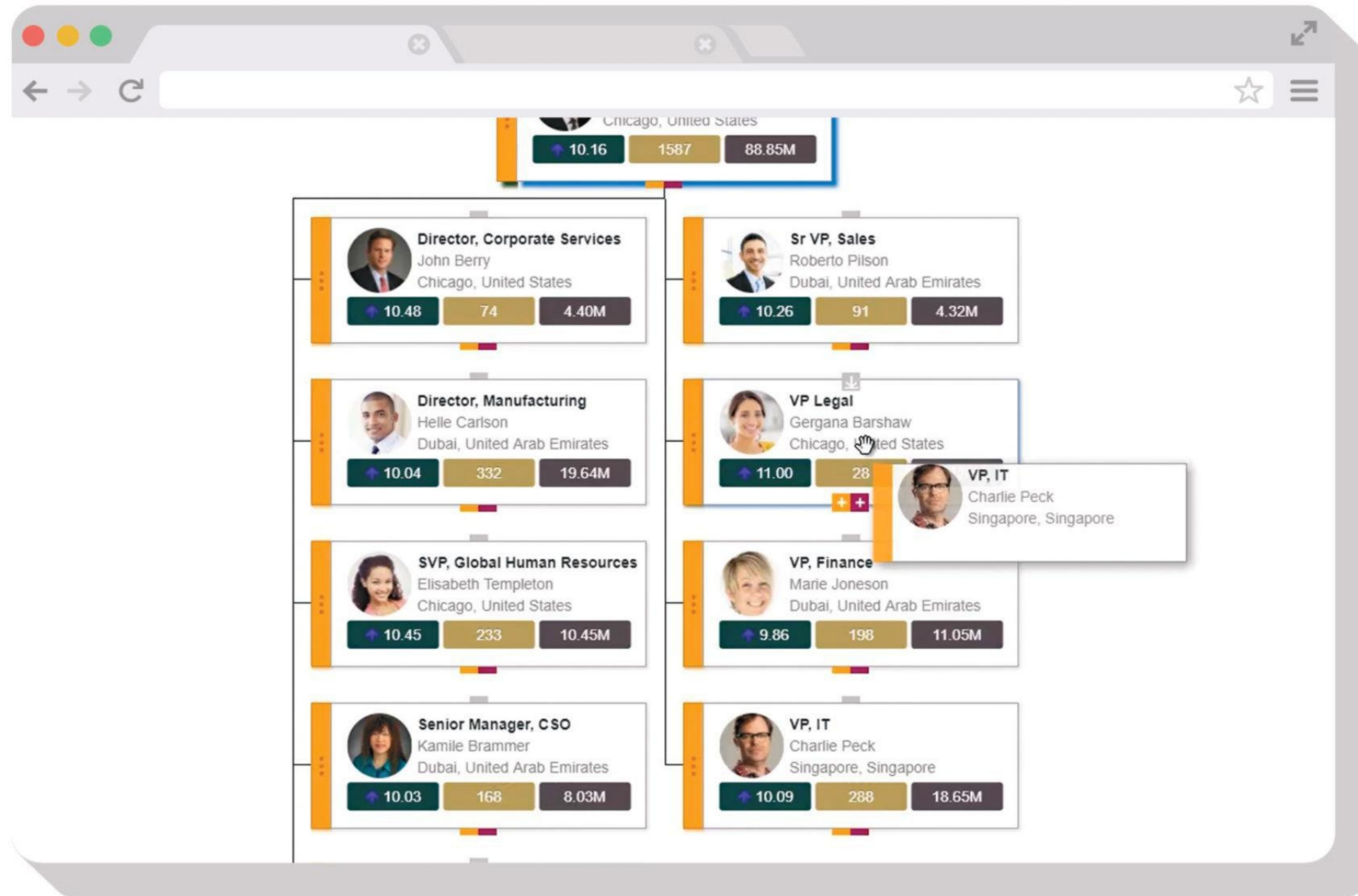
Measure Impact

Explore advanced out-of-the-box analytics and reports to identify data inconsistencies and measure the impact of potential and implemented changes for successful implementation.

The Right Tools

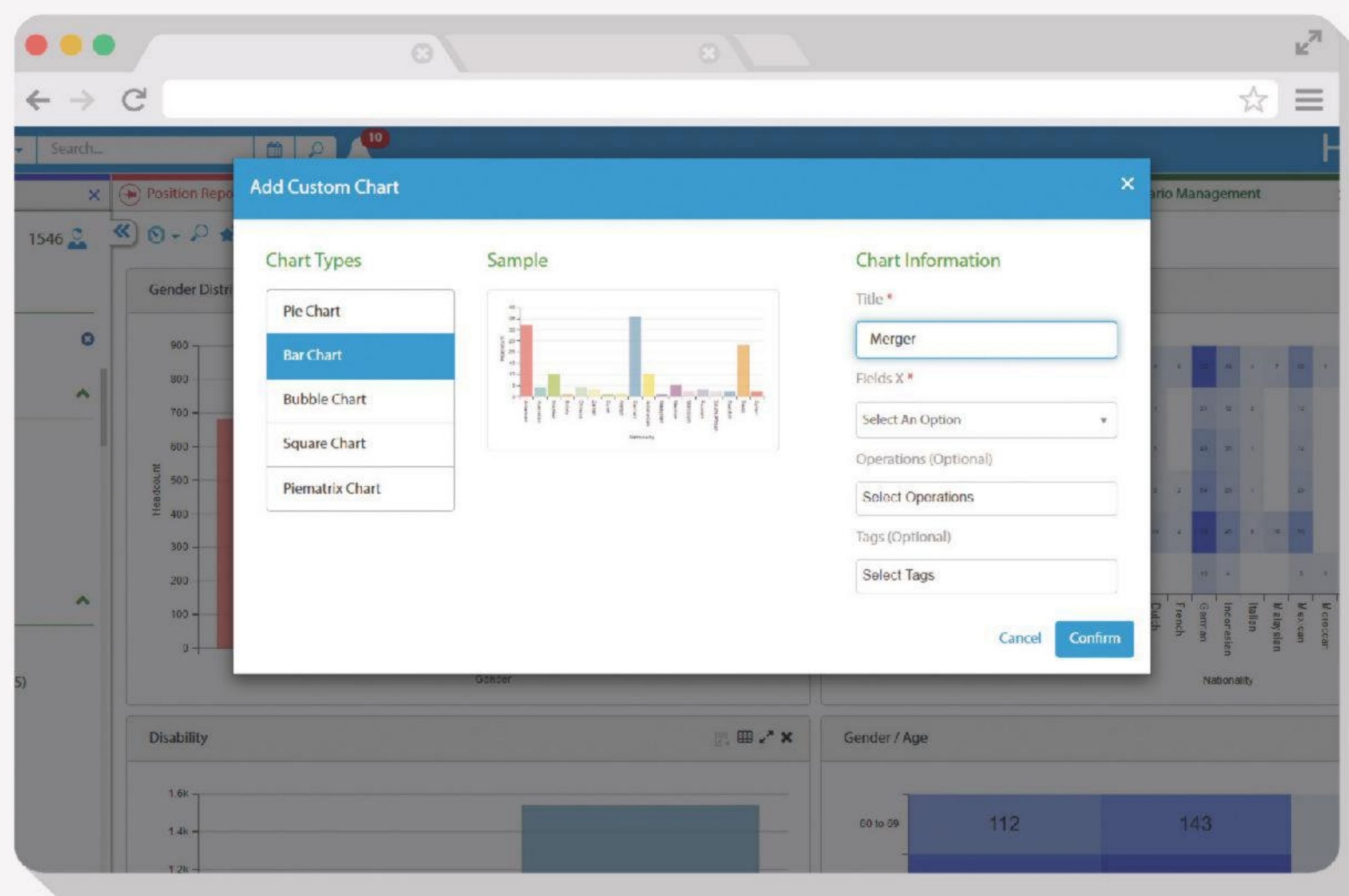
Technology to assist in M&A activity is quickly becoming the dominant solution to a very complex problem. Successful acceleration of post-acquisition integration will save the organization time and money.

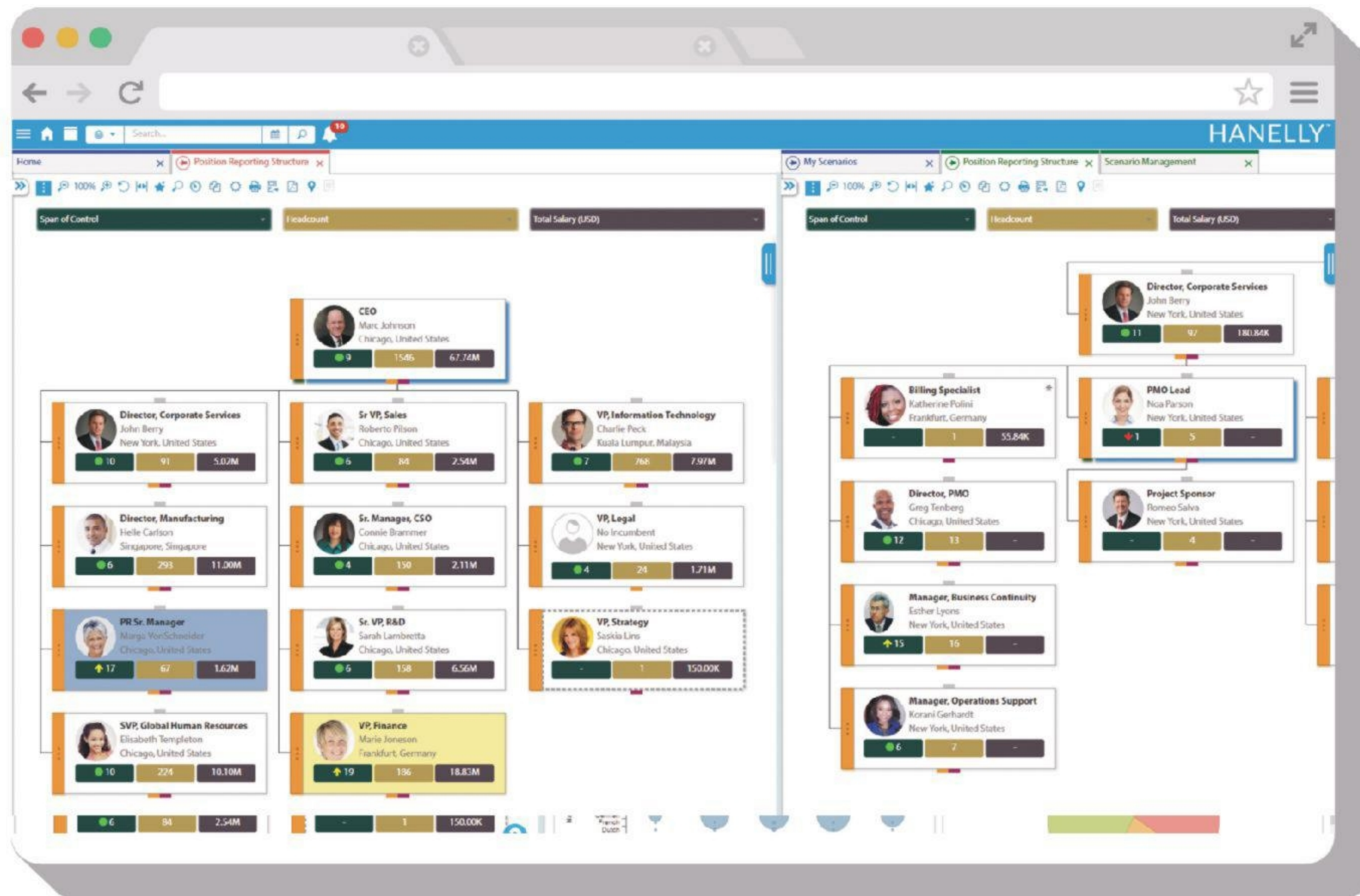
Nakisa Hanelly organizational design is one of the most robust and complete solutions available today and is specifically designed to streamline organizational change.



Perfectly merge teams without touching the source data.

Understand the entire talent pool, displayed in a clear and detailed format.





Create “what-if” scenarios with dynamic data during planning process.

Utilize detailed analytics at every stage of integration.



Our rapid growth required a solution to accelerate our transformation processes. Nakisa Hanelly gives us an accurate understanding of our current organization and the capacity to properly align workforce with strategy.

Elouise Brown, Sr. Director, HR Systems and Technology, Comcast



Achieving Efficiencies

Nakisa Hanelly helps to manage the entire M&A process from understanding, planning through to implementation.

Hanelly provides specialized features such as intuitive drag and drop, secure collaboration and scenario specific talent analytics to accelerate post-acquisition integration and mitigate talent risks.

M&As are won or lost during integration and implementation, making the right technology available to support the HR and integration teams crucial. Nakisa Hanelly is the proven solution for end-to-end organization design implementation.



NAKISA®

About Us

A global leader in cloud business solutions for Organization Design and Accounting & Compliance, Nakisa delivers innovative, forward-thinking and robust human resource and financial management solutions that advance your business strategies.

Nakisa serves 800+ enterprise customers and over 4 million subscribers in 24 industries. Nakisa is proud to work with some of the world's most renowned brands.

Contact Us

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