



Talent Assessment & Calibration



“According to Harvard Business Review, between 70% and 90% of mergers and acquisitions fail. It’s a shocking number, and the one thing all have in common is people.

Mergers and acquisitions fail more often than not because key people leave, teams don’t get along or demotivation sets into the company being acquired.”

—Forbes



Whether your organization is focused on organic growth opportunities or exploring outside mergers or acquisitions, our team of experts can help you evaluate how your current talent and skill sets align with both immediate needs and future strategies.

Program Advantages

- ✓ Analyze your leadership team prior to significant change or growth to ensure talent is properly calibrated with your organization’s long-term strategy
- ✓ Evaluate a leadership team pre- or post- acquisition so that you have a full understanding of the executive landscape prior to making critical talent decisions
- ✓ Identify key successors within your organization, and apply customized development plans to ensure the future success of those individuals
- ✓ Detect critical talent issues that must be addressed to overcome business challenges and/or accommodate future growth
- ✓ Positively impact your culture as part of your long-term retention strategy

Acquisition Integration Assistance

If your company has recently completed a merger or acquisition, our team can provide HR guidance throughout the integration process. This includes assisting you in creating employee communication strategies, administering appropriate assessments for employee evaluation, developing appropriate guidelines for hire/fire decisions, providing onboarding support for retained employees, and preparing valued executives for future roles. Throughout the entire integration process, our team will remain passionately committed to treating each employee with dignity and supporting overall employee morale and wellbeing.