

TOP 10 CRITICAL M&A SUCCESS FACTORS

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SAMPLE ELEMENTS

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1	<ul style="list-style-type: none"> Well-defined, articulated business strategy 	<ul style="list-style-type: none"> Be crystal clear about the short-, mid-, and long-term business strategy moving forward Document and socialize the integration plan and first-100-day priorities Engage the vendor sourcing partners in the discussion while reinforcing commitment to quality
2	<ul style="list-style-type: none"> Clear product road map 	<ul style="list-style-type: none"> Offerings are clearly communicated to the marketplace Internal efforts are aligned A clear branding strategy is in place
3	<ul style="list-style-type: none"> Unyielding focus on customers 	<ul style="list-style-type: none"> Points of contact are clear Attention and support are uninterrupted, and this is clearly supported by Buyer and Target leadership Partnership and channel relationships are maintained
4	<ul style="list-style-type: none"> Organization is ready on Day 1 	<ul style="list-style-type: none"> Plans are in place for all functions, businesses and locations There is an effective transition from planning to execution Skill-building and training needs are identified and addressed
5	<ul style="list-style-type: none"> Synergies are clearly identified 	<ul style="list-style-type: none"> Cost and revenue are included Clear metrics/targets are assigned at the project level Strong project management is in place
6	<ul style="list-style-type: none"> Governance is clearly communicated 	<ul style="list-style-type: none"> The Buyer/Target roles and decision-making rights are agreed upon The organization's structure is defined Line management roles are determined
7	<ul style="list-style-type: none"> Effective communications to stakeholders 	<ul style="list-style-type: none"> Communication takes place early and often All stakeholders are considered based on impact and reached through appropriate communication channels and engagement activities Messages are clear, honest and consistent
8	<ul style="list-style-type: none"> Unyielding focus on employees and appropriate retention 	<ul style="list-style-type: none"> Key employees are identified and targeted Employee morale issues are addressed Incentives are utilized where appropriate
9	<ul style="list-style-type: none"> Divergent operating principles are addressed 	<ul style="list-style-type: none"> Differences are identified Proactive steps are taken to bridge gaps "Rules of the road" for interaction are defined
10	<ul style="list-style-type: none"> Organization acts quickly and decisively 	<ul style="list-style-type: none"> Periods of uncertainty are minimized Planning is completed before close Synergies are aggressively pursued from Day 1