

DUE DILIGENCE

Organisational Health Scan

Secure Deal Value and Mitigate Execution Risk

Quantify the "soft" factors that cause 70% of failure to meet deal expectations: Leadership Capability, Cultural Alignment, and Operational Resilience.

Transform Due Diligence with Predictive Intelligence

Financial and legal diligence are essential but insufficient. They fail to detect the hidden friction points: siloed leadership, key-person dependencies, and toxic sub-cultures that erode deal value post-close.

The Organisational Health Scan (OHS) provides investors and deal teams with a quantitative risk assessment of the target's execution capability, protecting your valuation and preventing costly integration failures.

Critical Questions OHS Answers During Due Diligence

1. Validate the Investment Case

"Can this specific leadership team deliver the projected growth?" We assess leadership depth and alignment to ensure the team can execute the strategy.

2. Protect Valuation & Prevent Price Chips

"Are there hidden cultural liabilities?" Identify toxic pockets or high-risk attrition areas that justify price adjustments or specific warranty protections.

3. De-risk Integration

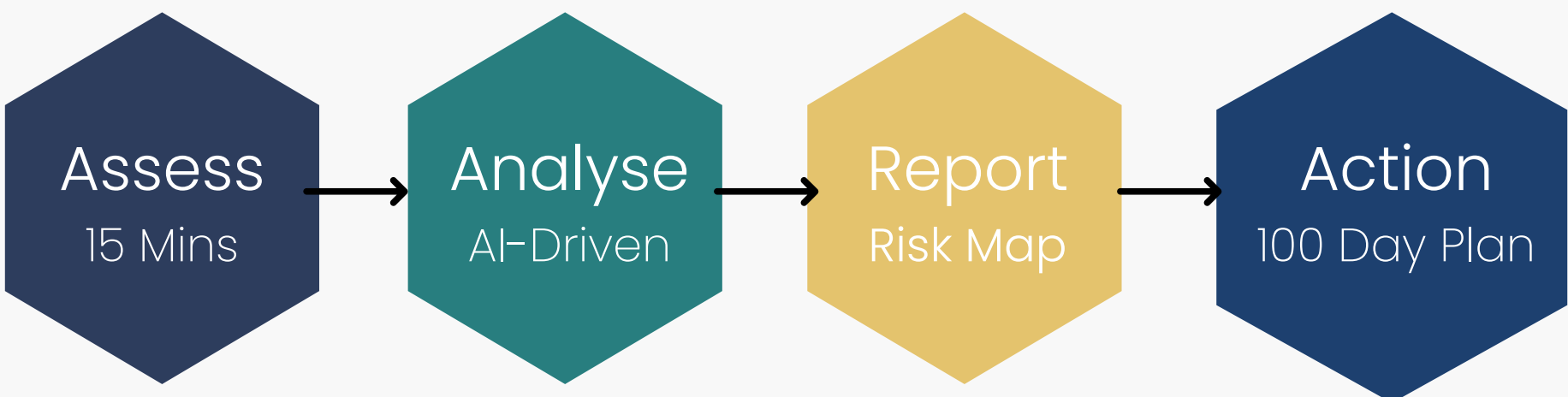
"Where will the friction be?" Pinpoint specific misalignments between Buyer and Target across our 6-Element Framework: Culture, Relationships, Individuals, Strategy, Systems, and Resources.

Measuring 6 Predictive Indicators of Post-Deal M&A Success



The Process: Rapid & Low-Interference

- **Speed:** 120-question digital diagnostic completed in 15–20 minutes.
- **Depth:** Captures quantitative data and qualitative sentiment simultaneously.
- **Output:** A "Red-Flag" Report delivered within 2 weeks, highlighting immediate risks and a 100-day remediation plan.



Top 5 Hidden Risks Uncovered in Due Diligence

- **Key-Person Dependency:** Identifying single points of failure before they exit.
- **Siloed Communication:** Operational bottlenecks that will slow integration.
- **Strategy-Culture Gap:** When the workforce is not aligned with the pitch deck.
- **Change Fatigue:** Risk of immediate productivity dips post-close.
- **Innovation Blockers:** Systems that stifle the very growth you are buying.

Proven Impact on Deal Value

FTSE100 Performance Improvement

- Challenge: Performance stagnation and profit warnings.
- Diagnosis: Identified key blockers for performance and growth.
- Outcome: 55.2% Revenue Increase and 53% Profit Increase within 18 months of intervention.

USA SME Scale-Up

- Challenge: Growth strategy.
- Diagnosis: Misalignment between strategy and employee resources.
- Outcome: 500% Profit Increase and 100% Headcount Growth (stabilized) in 18 months.

Next Steps

Request a Sample Due Diligence Risk Report, a free OHS trial for up to 6 members of your leadership team or book a 20-minute confidential briefing to discuss your current deal pipeline.

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