

# 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 subcultures 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

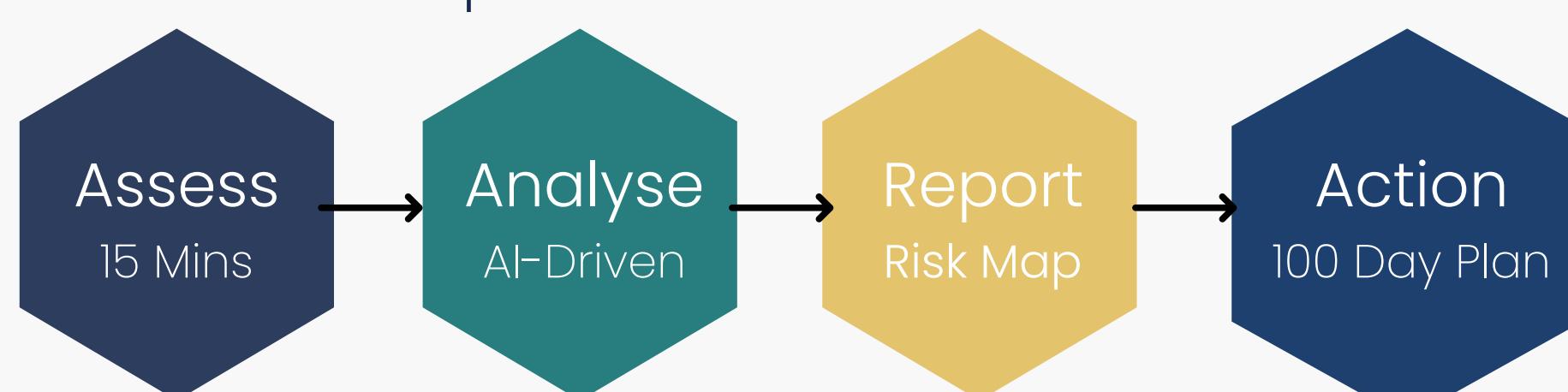
"Where will the friction be?" Pinpoint specific misalignments between Buyer and Target across our 6-Element Framework: Culture, Relationships, Individuals, Strategy, Systems, and Resources.

### 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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