

POST-DEAL PERFORMANCE ACCELERATION

Organisational Health Scan



Secure Synergy Capture and Mitigate Integration Failure

Introduction: Unlock Value After Deal

Mergers and acquisitions often fail to meet expectations not during the transaction, but during integration. With over 70% of deals underperforming due to cultural clashes and operational friction, the first 100 days are critical.

The Organisational Health Scan (OHS) is a rapid, evidence-based diagnostic tool designed to secure your investment case. It provides the senior leadership team with immediate visibility into hidden friction points, enabling you to align cultures, stabilise operations, and accelerate the realization of deal synergies.

Why use OHS Post-Deal?

Post-deal, the focus shifts to execution. The OHS cuts through the noise of integration to answer critical questions: Are the teams aligning? Where are the bottlenecks? Is key talent at risk of leaving?

- **Day 1–100 Stabilisation:** Move beyond financial integration to assess the human and operational reality of the combined entity.
- **Identify Hidden Friction:** Early detection of misaligned reporting lines, communication breakdowns, and cultural resistance that threaten deal value.
- **Accelerate Synergy Realisation:** Shift from "planning" to "performance" by removing the behavioural blockers that delay value creation.
- **Reduce Key–Person Risk:** Identify and mitigate engagement drops in critical talent pools immediately after the deal closes.

The Process: Assess, Analyse, Act

- **Step 1: Rapid Diagnostic (Assess)** 120 targeted questions completed anonymously by employees and leaders in just 15–20 minutes. Scalable to thousands of participants without disrupting business operations.
- **Step 2: Data-Driven Insight (Analyse)** We analyse the data against the six evidence-based elements of Organisational Health (identified as predictive indicators for post-deal M&A success) to pinpoint specific integration risks and performance drivers.
- **Step 3: Strategic Roadmap (Action)** Receive a commercial-grade report and a One-Year Action Plan specifically designed to unite and integrate cultures and deliver measurable improvements within 3–12 months.

Key Benefits for Post-Deal Integration

- **Mitigate Integration Failure Risk:** Proactively identify and resolve the cultural clashes and operational weaknesses that cause 70% of integrations to fail to meet post-deal expectations.
- **Accelerate Value Creation:** Directly link organisational health to financial outcomes. Our Action Plans focus on efficiency and profit drivers, ensuring the investment case is delivered on time.
- **Cultural and Operational Alignment:** Replace assumptions with data. Clearly map the differences between buyer and target cultures to create a unified, high-performance operating model.
- **Proven Commercial Impact:** Grounded in rigorous research and real-world results, as documented in the award-winning book 'The Management Shift'.

Case Studies: Measurable Impact

FTSE100 Company

- **Challenge:** Performance stagnation.
- **Action:** OHS diagnostic followed by targeted leadership alignment.
- **Outcome:** 55.2% revenue increase and 53% profit increase in three years.

Government Support Organisation (Innovation Norway)

- **Challenge:** Public sector inefficiency and low agility.
- **Action:** Cultural transformation program based on OHS insights.
- **Outcome:** 1400% improvement in efficiency and performance metrics in one year.

USA-Based SME

- **Challenge:** Scaling operations rapidly post-investment.
- **Action:** OHS to stabilize culture during rapid headcount expansion.
- **Outcome:** 100% employee growth achieved in 18 months while maintaining 500% profit increase.

Ensuring Your Deal is a Lasting Success

Organisational health materially influences valuation, confidence, and integration outcomes. Poor organisational health increases the likelihood of price chips, leadership turnover, and delayed value creation. The OHS equips your deal team with the data needed to validate the investment thesis and secure the future of the combined entity.

Stop guessing on integration. Start measuring.

- Request a sample Post-Deal Diagnostic Report.
- Book a 20-minute briefing for your deal team.
- Request a free OHS trial for up to 6 members of your leadership team.

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