

M³ Strategy & Solutions

Due Diligence & Integration Support

Mergers and acquisitions in assurance-based professional services are accelerating and becoming more complex. Heightened regulatory scrutiny, cross-border considerations, and greater investor expectations demand more than financial due diligence. Success now depends on transparency, cultural alignment, and sustainable value creation.

At MSS, we help firms assess, plan, and execute transactions with confidence by thinking through each traditional **due diligence objective** using our tailored due diligence framework that is anchored in **9 core business processes**.

Strategic Fit: Assess leadership alignment and organizational direction.

Financial Soundness: Evaluate financial strength, profitability, and scalability.

Client Alignment: Understand client base, service delivery, and market positioning.

Talent & Culture: Assess workforce structure, culture compatibility, and retention.

Quality & Compliance: Review risk management, SQMS readiness, and operational controls.

Integration Planning: Develop practical, phased transition and governance plans.

Core business processes

1. Leadership & Strategy:

Assess leadership alignment & strategic clarity for sustainable growth.

3. Audit Delivery: Review audit consistency, quality controls, and technology use.

5. Client Experience: Evaluate client journey and feedback for consistent, high-value delivery.

7. Workforce & Talent: Review planning, deployment, and development for capacity and engagement.

9. Quality & Compliance: Assess quality systems, risk controls, and compliance alignment.

2. Financial Management: Evaluate profitability, leverage, and pricing discipline to gauge value and risk.

4. Process Efficiency: Identify opportunities to simplify, standardize, and automate workflows.

6. Market & Growth: Assess market focus, pricing, and business development scalability.

8. Technology & Data: Evaluate technology, automation, and analytics for performance gains.

How we can support you:

- Independent assessment of business processes and strategic fit review
- Review and address standard objectives
- Provide competitive assessment and recommendations
- Collaborate with legal, valuation and compliance experts as needed
- Governance oversight
- Integration and change management planning
- Communication and stakeholder alignment
- Post-deal implementation

Our work continues beyond the transaction. MSS provides **continuous support before and after the deal**, from an initial competitive assessment to ensuring integration success through governance, communication, and performance monitoring.

Our **scalable, collaborative approach** delivers **clear, actionable insights** that help firms sustain momentum and drive long-term value creation.

Benefits include....

- Reduced integration timelines and faster synergy realization
- Improved retention of key talent and clients
- Clearer oversight and decision-making through structured reporting
- Minimized disruption and cost-efficient execution



Led by Industry Experts



Bill Tomazin

Former COO of KPMG's U.S. Audit practice, overseeing a \$4 billion professional services business with over 9,000 U.S. employees and 3,000 offshore employees. Instrumental in driving quality management solutions and innovation and transformation platforms.



Mike Keys

Former global lead audit partner, national audit partner-in-charge of growth and client experience with extensive experience in quality management, audit process improvement, operational efficiency, growth, and client experience.



Alicia Forte

With over 15 years at two Big 4 firms, she's a certified Lean Six Sigma Green Belt and a recognized leader in CI. Her expertise in audit transformation, project and change management has powered strategic initiatives that boost efficiency, streamline processes, and drive operational excellence.

Contact Us



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