

Mergers & Acquisitions

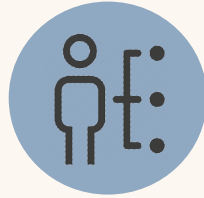
With HOW⁴ you can:



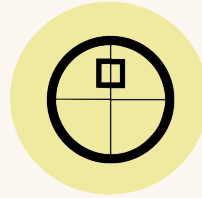
Map the organizational network of merging entities



Uncover key links before / during / after the merger



Identify opportunities for a better integration



Locate barriers in the information flow and decision-making



Identify resources that can facilitate the transition



Support talent retention and accelerate the integration

Realize difficult integration

The primary reason for mergers and acquisitions is gaining access to valuable resources, technology, customers and distribution channels. These operations, however, if not effectively managed, can bring more disadvantages than benefits. A 'network approach' can reduce inefficiencies, loss of key people and 'missed' objectives.

Read networks to avoid errors

By mapping the organizational network before and after a merger or acquisition, HOW⁴ shows where exactly key links are and where, however, they fail. Understanding how the knowledge and decisions pass along the network, HOW⁴ allows targeted interventions, internal realignments and the elimination of barriers to integration.

Involve valuable resources

HOW⁴ identifies fundamental resources for integration: informal leaders, connectors, influencers and facilitators, so that they can be involved in the activities execution. By selecting the right people to communicate and drive the integration process you speed up the cultural change and the capacity of retain talents.

HOW⁴

HOW⁴ is a powerful tool that allows to perform **Organizational Network Analyses** in a **simple**, but extremely **effective** way.

HOW⁴ allows organizations to map **complex networks of communication** between internal resources and their **informal relationships**.

So it will be possible to carry out a comprehensive assessment of the organization from a '**Network Perspective**' providing at least **3 organizational views**: 1. Employees, 2. Units, 3. Company as a whole.

Diagnostic Analysis

Realize a web-based analysis in order to obtain a snapshot of the organization through diagnostic indicators and different organizational views

- ✓ Define scope and organizational focus
- ✓ Administer a web-based survey (4 questions)
- ✓ Read and analyze results
- ✓ Provide evidences and detailed reports



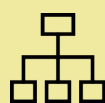
Internal Network Map

Extend some features of the platform to groups of resources in order to support internal processes, facilitate interaction and continuously monitor the organization

- ✓ Define scope and main features
- ✓ Open web-based survey to selected groups
- ✓ Collect profiles and internal expertise
- ✓ Launch & Training

Formal Structure

Visible Organization
Coordination and hierarchical control
Organizational chart and formalized job descriptions



Informal Structure

Invisible Organization
Informal Roles
Network Maps



activevalue.eu

how-4.com

