

Can HR make the difference between M&A success or failure?



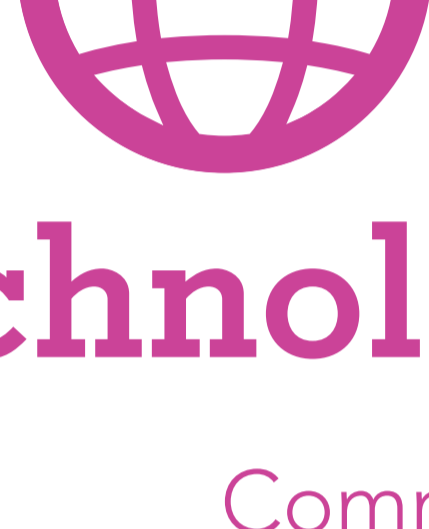
HR is critical role for M&A success:



Compliance



Are you on top of the 35,000 global tax and social security changes that take place every year?²



Technology



Communication is the second biggest challenge to success.³ Don't let poor tools get in the way.



Culture



Culture eats strategy for breakfast. If you don't have the culture that supports the execution of that strategy, you're going to have a problem.



Having the expertise to develop:

- A plan
- Integrate employees quickly
- Create standardisation and best practices

while eliminating:

- Poor, redundant policies or duplicate processes

IS CRITICAL!

An HR partner will help you avoid mistakes during the integration process:



Global payroll coverage and reporting



The transfer of employees



Payments of taxes and social insurance contributions



Occupational health and safety issues

Find out how the Merger Integration Services offered by ADP can help prevent M&A failure!

Download the latest report at adp.co.uk

1. Christensen et al (2011), The Big Idea: The New M&A Playbook, Harvard Business Review

2. PWC (2015) Making payroll pay

3. PWC (2012) Communicating change People-focused communication drives M&A integration success



A more human resource.™