

MERGERS & ACQUISITIONS

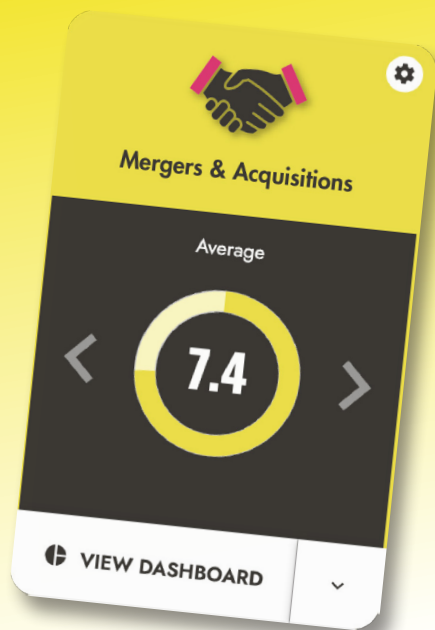
The Happiness Index

Minimise Disruption & Build a Thriving Culture Within Your Organisation



We have ambitious plans to acquire more businesses... to fulfil this ambition we need to invest in creating a thriving culture where our people can develop their careers.

Louisa Fryer | Head of Leadership, Culture & Talent | Restore plc



DID YOU KNOW

Only 10% of businesses report "significant success" in retaining employees after a merger (PWC)

65% increased chance of achieving returns to shareholders with a focus on employee experience following an M&A (McKinsey)

30% of mergers and acquisitions fail because of cultural incompatibility (Deloitte)

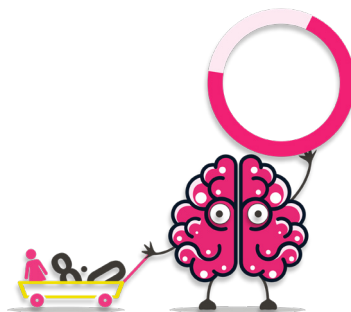
THE CHALLENGE

- Mergers and Acquisitions represent a change which can be uniquely stressful and confusing. Businesses often fail to keep their people informed and updated during this critical period.
- During M&As, it is particularly challenging to keep staff happy motivated and able to cope with the rate of change.

OUR SOLUTION

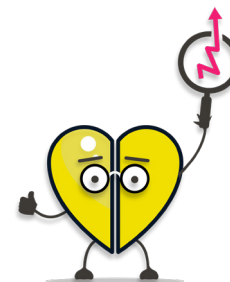
- Neuroscience helps us to understand that everyone deals with change in their own way. Regular feedback show you how your people are thinking and feeling during the process.
- Our two surveys, **Post-Announcement** and **Post-Integration**, are backed with neuroscience to enable you to provide ongoing support and encouragement.

We enable you to...



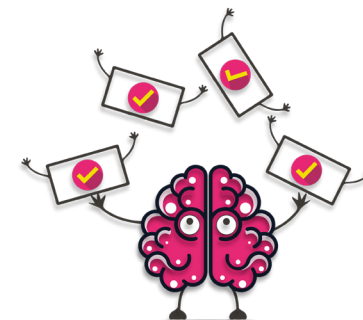
COLLECT FEEDBACK

- Across 2 surveys and 26 questions we allow you to collect quantitative and qualitative data.
- We use a 10-point ranking scale plus open-text boxes for additional context.



ANALYSE RESULTS

- Insightful online dashboard.
- Score average, trends and distribution.
- Sentiment analysis.
- Filter comparison.
- Heatmaps.



DRIVE ACTION

- Learn how your people are thinking and feeling about change in your organisation.
- Drill down into where you're performing well and where you have room to grow.
- Celebrate wins!