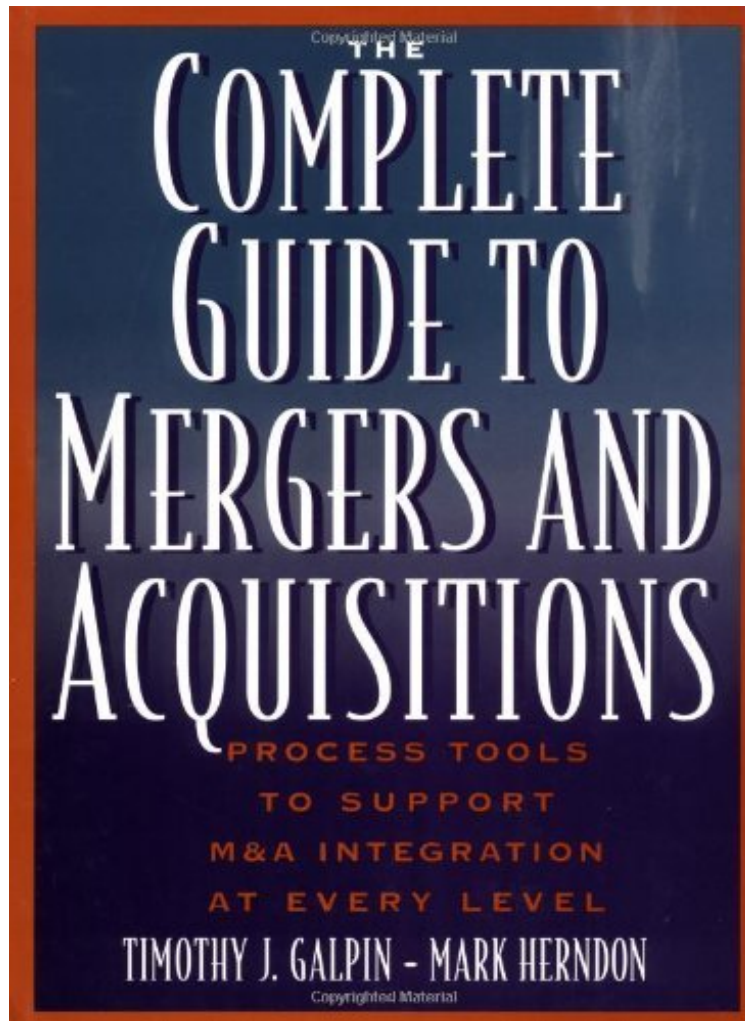


[Mobile book] The Complete Guide to Mergers and Acquisitions: Process Tools to Support MA Integration at Every Level (Jossey-Bass Business Management)

## The Complete Guide to Mergers and Acquisitions: Process Tools to Support MA Integration at Every Level (Jossey-Bass Business Management)

Timothy J. Galpin, Mark Herndon  
ePub | \*DOC | audiobook | ebooks | Download PDF



 Download

 Read Online

#2198041 in eBooks 1999-11-08 1999-11-08 File Name: B001D6WY4K | File size: 29.Mb

**Timothy J. Galpin, Mark Herndon : The Complete Guide to Mergers and Acquisitions: Process Tools to Support MA Integration at Every Level (Jossey-Bass Business Management)** before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Complete Guide to Mergers and Acquisitions: Process Tools to Support MA Integration at Every Level (Jossey-Bass Business Management):

54 of 56 people found the following review helpful. About as "Complete" as PossibleBy Robert MorrisThere is already an abundance of resources on the subject of MA, especially those available on the WWW. If you are looking

for a single-volume source, this is probably one of the best. The authors devote 14 chapters to virtually all aspects of MA. In process, with clarity and eloquence, they explain the "Watson Wyatt Deal Flow Model" which, after appropriate modifications, can be applied to almost any organization involved in MA negotiations, either as a buyer or as a seller. The final chapter, all by itself, is well worth the cost of the book. In it, the authors suggest various "keys" to MA success. They then provide: Resource A: Sample Task Force Charter Resource B: Integration Planning Template Resource C: Executive Summary of Watson Wyatt Worldwide's 1998-1999 Mergers and Acquisitions Survey What we have here is a single-volume in which two experts on the subject of MA seem to share everything they know about the subject. Even if your company is not currently a buyer or seller, its senior-level executives should read this book. Why? Because you just never know. Perhaps sooner than now anticipated, your company will be courted by another...or it will be attracted to another company as a prospective acquisition. In either situation, this book (and the "Watson Wyatt Deal Flow Model" it discusses) will be invaluable. 20 of 21 people found the following review helpful. Packed With Knowledge! By Rolf Dobelli This thorough, detailed book focuses on the misunderstood aspects of merger and acquisition management. Timothy J. Galpin and Mark Herndon clearly have vast experience and draw on case studies to illustrate their suggestions. They provide sample surveys and integration flow charts to guide hands-on planning, and offer practical advice that you can apply in real-world situations. Not all of these ideas are new, nor do the authors claim them to be. Instead, they apply the most relevant ideas from management and psychology to MA. The authors hammer home an extremely consistent message: You must communicate. They present their ideas clearly, even though the book is often wordy and uses a lot of passive voice (alas, business prose). Nonetheless, this is actually a very dense book and the authors are careful not to waste the reader's time. This is essential reading for virgin MA managers, and we at getAbstract think that even experienced acquirers may find much to learn. 15 of 18 people found the following review helpful. Supplement to Wall Street MA deals By A Customer The book is a great supplement to the subject of Valuation models and talks about in depth analysis that goes into the art of valuing a company. It actually goes in to informing the reader about the pre-merger and post-merger outcomes.....very informative and analytical!

Based on the authors' consulting experience with numerous Fortune 500 companies, this resource will help you capture the synergies of your next merger or acquisition more quickly and effectively. Augmenting their step-by-step advice with helpful templates, checklists, graphs and tools; Galpin and Herndon provide sound guidance for successfully integrating different processes, organizations, and cultures. The authors also address pre-deal dos and don'ts, people dynamics, common mistakes, communications strategies, and specific actions you can take to create measurable positive results throughout the integration process.

"This is a very timely and useful book. The authors are clearly speaking from experience, and they present many practical concepts, activities, and tools. Merger managers who read this book are likely to increase shareholder value." --Henry Hutson, corporate vice president of human resources, Global Knowledge Network, Inc. "The tools that Tim Galpin and Mark Herndon describe have been a great help to us in integrating people, processes, and cultures, which are critical steps in delivering the full value of a merger or acquisition." --Dan F. Smith, president and CEO, Lyondell Chemical Company "When integrating two organizations and cultures, putting the proper process in place is key. This guide will help you avoid the pitfalls and follow the key steps to success." --Jeff Hemmer, vice president of customer supply chain, Equistar Chemicals From the Inside Flap Merger and acquisition deals are now at an all-time high, having doubled in frequency since 1990. Done right, MAs result in unified, cohesive new organizations whose financial and strategic options are much improved. This guide gives executives, managers, and supervisors the guidance and tools they need to see an MA successfully through at every organizational level and so more quickly realize its synergies. Beginning with the deal itself, *The Complete Guide to Mergers and Acquisitions* shows managers how to minimize the impact of a merger on personnel and realize its strategic and financial benefits faster, more efficiently, and more effectively. It clearly explains the issues managers will face at each stage of the process and contains step-by-step instructions for creating a successful communications strategy, retaining and re-recruiting key talent, creating a clear selection and staffing plan, designing and managing the integration process, and measuring progress. Designed by two veterans of dozens of successful mergers and acquisitions, this field-proven program works equally well for senior managers looking at the big picture and for line managers supervising smaller departmental integration. The authors include plenty of templates, charts, checklists, graphs, and tools that give hands-on help along the way. They also offer both best practice and worst practices from a wide variety of companies, laying out the examples to follow and the mistakes to avoid. A sample task force charter in the back of the book, along with an integration planning template, provides concrete direction for mapping out an integration action plan that works. The Executive Summary of Watson Wyatt Worldwide's 1998/99 MA Survey found in the app Appendix reinforces the best practices presented in the text. From the Back Cover Merger and acquisition deals are now at an all-time high, having doubled in frequency since 1990. Done right, MAs result in unified, cohesive new organizations whose financial and strategic options are much improved. This guide gives executives, managers, and supervisors the guidance and tools

they need to see an MA successfully through at every organizational level and so more quickly realize its synergies. Beginning with the deal itself, *The Complete Guide to Mergers and Acquisitions* shows managers how to minimize the impact of a merger on personnel and realize its strategic and financial benefits faster, more efficiently, and more effectively. It clearly explains the issues managers will face at each stage of the process and contains step-by-step instructions for creating a successful communications strategy, retaining and re-recruiting key talent, creating a clear selection and staffing plan, designing and managing the integration process, and measuring progress. Designed by two veterans of dozens of successful mergers and acquisitions, this field-proven program works equally well for senior managers looking at the big picture and for line managers supervising smaller departmental integration. The authors include plenty of templates, charts, checklists, graphs, and tools that give hands-on help along the way. They also offer both best practice and worst practices from a wide variety of companies, laying out the examples to follow and the mistakes to avoid. A sample task force charter in the back of the book, along with an integration planning template, provides concrete direction for mapping out an integration action plan that works. The Executive Summary of Watson Wyatt Worldwide's 1998/99 MA Survey found in the appendix reinforces the best practices presented in the text.