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### Integration of an Acquired Company

<b>Who:</b>	A major British telecommunications company with 90,000 employees.
<b>Critical Issue:</b>	Required assistance with integration of a newly acquired business of 1,300 employees into the company.
<b>Reasons:</b>	The company needed to integrate the new employees quickly by ensuring they understood the company purpose, values and strategies and to understand the current state skills/competencies of the newly acquired company's management population.
<b>Capabilities Required:</b>	I was hired as an interim HR integration manager to audit the situation and then design and facilitate an assessment centre and integration strategy.
<b>What I provided:</b>	I brought expertise in the design and delivery of the integration piece (ensure managers could cascade the culture and performance metrics of their new employer) and skills assessment of all senior management.
<b>Results:</b>	Within 12 months an assessment of all top 200 managers had taken place and vision & values workshops were rolled out to explain performance metrics the culture that aligned with the company's vision and values.
<b>Benefits:</b>	The integration went smoothly with the newly acquired company contributing greatly to the parent company's profit with minimal cost. The assessment centre contributed to career development and planning on a scale not seen by employees before.