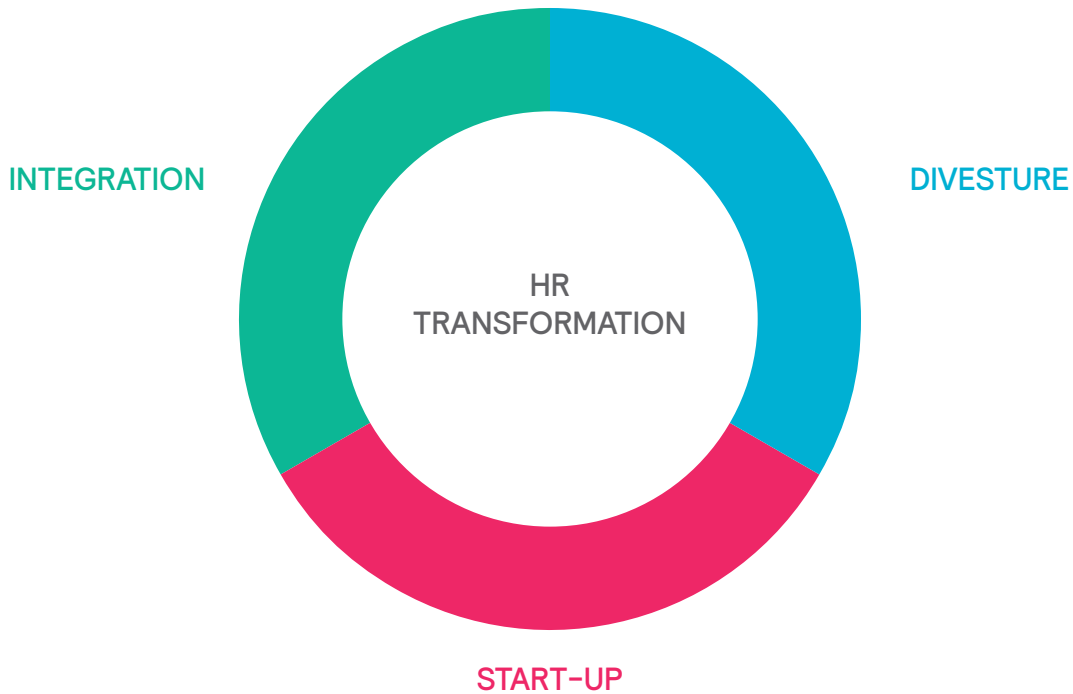
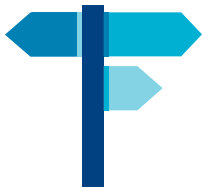


# STREAMLINE YOUR TRANSITION DURING A MERGER OR ACQUISITION



## MERGER INTEGRATION: KEY QUESTIONS FOR HUMAN RESOURCES

- What does the business need from HR?
- What will HR accomplish and when?
- How will we organize the HR team?
- Which HR team does what work in the new model?
- What HR work will need to be done during the transition to the future model?
- How will we leverage the technologies we have, and what new ones will we need?
- How will we meet our cost-reduction targets at a strategic level?
- How will we meet our targets at an FTE level?
- How will we choose our future-state team, and how will we tactically reduce staff?
- What will our future-state HR function look like, and how do we get there?
- How can we best harmonize our HR policies?



## DIVESTURE AND STARTUP: KEY QUESTIONS FOR HUMAN RESOURCES

- What will the former parent company's HR do and for how long?
- What does the business need from HR?
- What HR technology will be needed for the new company?
- How will we manage our HR staff during the transition?
- What will our future-state HR function look like, and how do we get there?
- How much will our HR function cost?
- How will we develop HR policies for our new organization?
- How will the former parent company's HR policies factor into our new organization?



## MERCER HR EFFECTIVENESS SERVICES

- HR strategy and priorities
- Voice of HR customer surveys
- HR organization design and roles
- HR transition services agreement strategy
- HR service delivery strategy
- HR technology strategy
- HR technology service-provider assessment and selection
- Program management and staff augmentation for HR
- Process design for the HR function
- Current-state HR activity survey and costing
- Future-state sizing and cost modeling for HR function
- HR policy development and harmonization
- HR staff selection and tracking



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