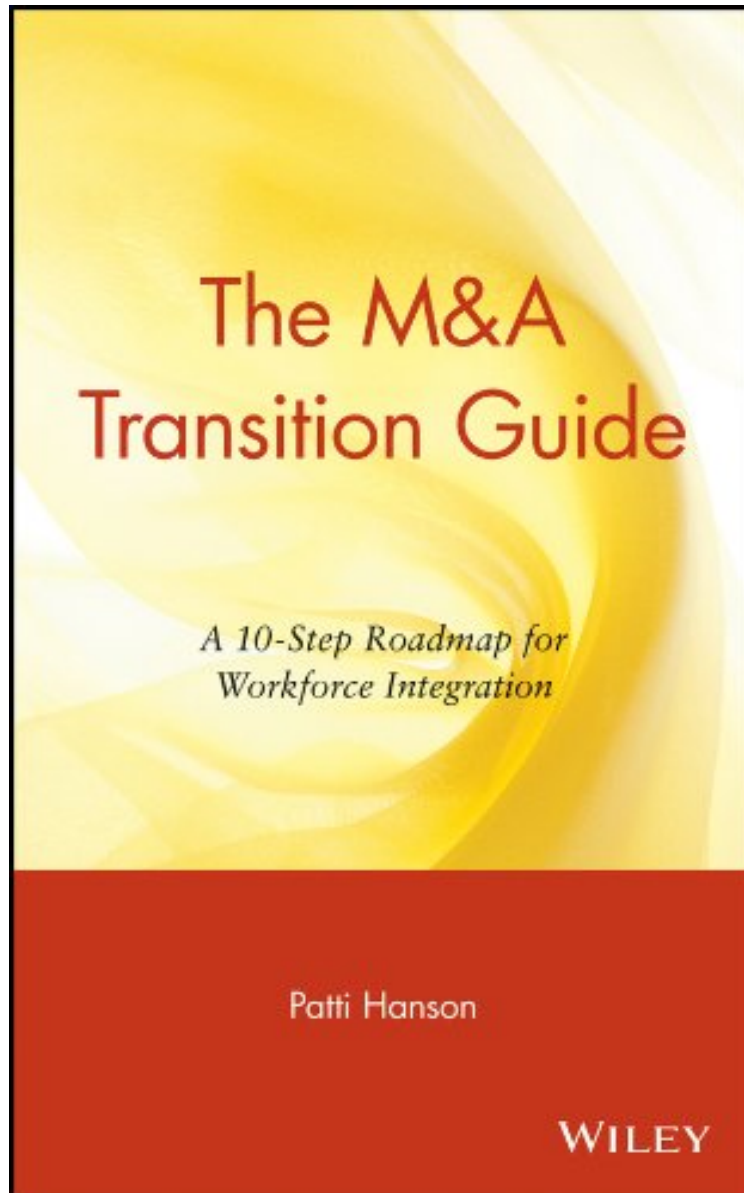


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The MA Transition Guide: A 10-Step Roadmap for Workforce Integration

Patti Hanson

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has watched the marketplace over the last ten years has observed a couple of trends: - merger and acquisition activity is on an ever-accelerating uptrend, and- many mergers fail. Analysis of the failures in MA typically point to the difficulty of blending disparate cultures. Hanson has codified her deep experience in managing the HR aspects of mergers and acquisitions. She has taken a complex and delicate topic, the merger of workforces with different cultures and backgrounds, and created a framework and approach that can be applied to this activity to assure a solid result. This is a solid piece of work that belongs in the library of every HR professional.

Provides a practical, 10-step process for managing the human aspect of an MA MA activity is higher than ever with acquisitions becoming an important part of every company's growth strategy. The industries heavily engaging in this activity are high-tech, emerging technologies, and utilities. The MA Transition Guide is written for executives, managers, and HR professionals involved with any transaction that moves employees from one company to another. Poor workforce integration is a main cause for MA failures and this book helps managers make the MA transition a more positive one by providing a plan of action for the integration that focuses on ten critical steps. These steps encompass the entire MA process from due diligence to employee retention strategies.