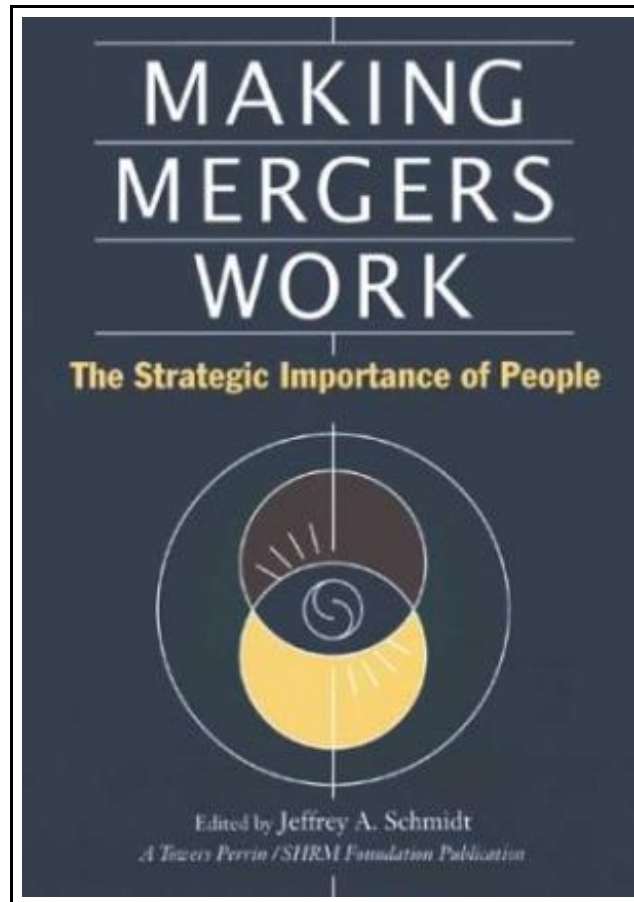


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Reviews

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(Watson Kohler)

MAKING MERGERS WORK: THE STRATEGIC IMPORTANCE OF PEOPLE



Society for Human Resource Management. Paperback. Book Condition: new. BRAND NEW, Making Mergers Work: The Strategic Importance of People, Towers, Perrin, Forster & Crosby, Presenting the results of a Towers Perrin worldwide survey of more than 400 human resource executives, this book reveals the challenges that companies face during the merger and acquisition process. It concludes that the most common reason mergers fail is people-related issues. A case is made that strategic people management is as crucial to a successful merger or acquisition as a sound strategy or fair valuation. Tips are provided on how best to handle clashes of culture, management disagreements about the future of the new company, loss of productivity, loss of key talent, and managing change. An argument is made that human resources executives should be included in decision making throughout the merger process, not just after the fact. The partnership between SHRM Foundation and Towers Perrin that produced the M&A survey is proud to introduce you to the newly published book, Making Mergers Work: The Strategic Importance of People. The book combines the results of the survey and Towers Perrin's vast experience in the field of mergers, acquisitions, spin-offs, joint ventures and similar deals. And, like the survey, it focuses on the current and ideal roles of human resource professionals in those corporate transformations. Making Mergers Work goes beyond the information and opinions gleaned from our sample of HR executives and offers prescriptions for solving the problems cited in the survey. There are chapters on every aspect of mergers and acquisitions including: - An overview of M&A trends- The M&A life cycle model- The pre-deal stage- Due diligence- Integration planning- HR technology issues- Implementation issues- Transforming the HR organization- M&A in the new millennium In addition, we offer appendices on change management, communication and measurement, globalization,...



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