

# IT Consolidation, Merger & Acquisition and Separation: Eight keys to success

Consolidations, Mergers & Acquisitions, and Separations are becoming more difficult due to increased business complexity, time pressures, IT dependencies and geographical scope.

Here's the Atos view on how to ensure they succeed:



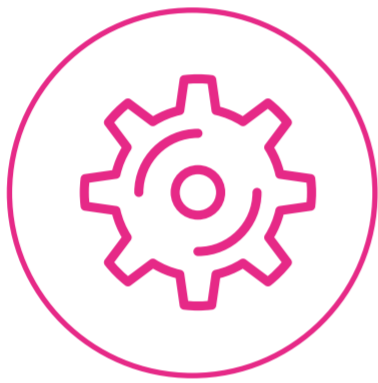
## 1. Start small

Build a small, experienced core team obsessed with lead time and business continuity. Include customers and partners with the right background and expertise. Resilience and agility are critical, so stay responsive and have Plans B/C/D in advance.



## 2. Take a global view

This may seem obvious, but your team must communicate effectively with the business and experts from various disciplines. With so many stakeholders, friction is inevitable, so prepare to manage change, simplify and solve problems early.



## 3. Build a solid strategy

An effective strategy accounts for how the transformation will be run and which choices are important, urgent, or can be fixed later. You must capture the right level of detail for precise budgeting and allow more strategy development time to accelerate the project.



## 4. Be methodical

Restructuring projects are complex. So create a solid, integrated master plan that is iterative (fail fast), agile, customer-driven and adaptable. A pragmatic program management approach and standardized toolsets help manage change and ensure speed and agility.



## 5. Don't overlook coordination

Onboarding, planning and synchronization efforts are often underestimated. By defining multiple planning layers, splitting the program into clear work packages and managing dependencies, your program can stay lean – with clear responsibilities and no micro-management.



## 6. Think "run"

Your IT operating model must be designed early to ensure a smooth transition from project to run mode. Onboard a flexible run team in advance to master Opex, design IT processes and procedures, participate in the build, and transfer knowledge to prepare the run processes.



## 7. Build strong, transparent relationships

A true partnership is built on trust and common goals. Your stakeholders must work together to openly exchange ideas, plans and feedback. Good relationships with consulting and IT partners can shorten lead times, ensure access to expertise and improve operations.



## 8. Rely on an experienced partner

Not many companies have a pool of experienced staff who understand the technology implications of a large-scale corporate restructuring. Atos has a long history helping clients execute mergers, acquisitions, consolidations and separations – giving us the experience, skill and manpower to help yours succeed.

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