



With a fixed-fee starting at only \$50k, our consulting services may be viewed as an "insurance policy", reducing the risks associated with M&A deals. The value far exceeds the cost of our services.

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Project:100 Days™ Integration Consulting Methodology

The Executive's M&A Integration Challenge

After spending months of time and effort, along with incurring significant deal advisory fees and other transaction related expenses to get the deal done...

Executive Management:

- Sometimes loses focus when the deal is signed and the celebration is over.
- Fails to take immediate steps to retain key personnel in both organizations.
- Must deal with both the current business and the newly acquired operations.
- Doesn't provide additional resources to address the "people issues".
- Underestimates the skills, costs, and effort required to integrate two businesses.
- Does not fully comprehend the challenges associated with IT integration.
- Overloads management, inexperienced in M&A, who have daily responsibilities.
- Doesn't consider the toll of time and energy on front-line managers.

Too often, senior executives tell their management teams to just integrate the two companies. The managers then ask "What do we do now?"

The Solution – Our Project:100 Days™ Methodology

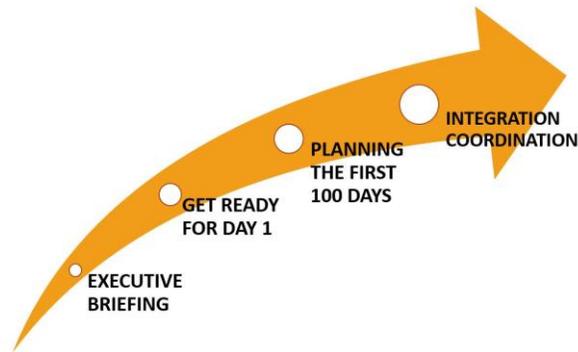
(Typically for deal values less than \$100 million)

Our Project:100 Days™ consulting approach, offered as a fixed-fee starting at \$50k, is based upon the proven project management approach of identification, assignment, and coordination. This approach is useful for organizations that may have less integration work to do or that have available in-house resources that just require some additional project management organizational structure and expertise.

If internal resources are not available to complete critical tasks, our Workstream Leadership Services are available to provide staff augmentation for the integration project.

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Project:100 Days™ **Integration Management Methodology**



[Click Here To View 60-Second Project:100 Days™ Video](#)

"The management of the first 100 days of an M&A integration project is critical, in that the success or failure of the deal is heavily dependent upon actions taken during this brief time period. Our goal is to assist our clients with the professional expertise and management tools that are essential to minimize risks, accelerate the achievement of deal synergies, and avoid disruption to ongoing business."

Dan R. Bradbary
Founder
PMI Advisors, LLC

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Executive Briefing - \$2,500 (1 week) - An onsite Executive Team Briefing with the acquirer's senior management team to develop a 3-page Integration Project "Flight Plan" document.

Getting Ready for Day 1 - \$7,500 (1-3 weeks) - Identify and manage the numerous tasks that must be completed to be ready for the flurry of activity especially for "people and technology issues" on Day 1.

Planning for First 100 Days - \$25,000 (2-4 weeks) - Facilitate joint "kick-off" workshops with department members of both organizations to map out the functional workstream action plans.

Integration Checklist 500™ - Our Post Merger Integration Checklist includes over 500 tasks, drawn from numerous transactions, highlights the key elements in the M&A integration process.

Integration Coordination - \$15,000 (8-10 weeks) - Using weekly coordination meetings, clarify responsibilities and deadlines. A continuing communications plan assures that schedules are maintained and executive management stays informed.

**Merger Integration Rule #1:
Minimize Disruption to the Existing Businesses.**

Our Project:100 Days™ methodology will help identify, plan, manage and realize the deal synergies that prompted the pursuit of the deal in the first place. Using our approach, our clients can drastically reduce the number of overlooked tasks and the resulting complications that could hinder success.