



# Solution Overview: Merger & Integration Optimization Strategy and Business Improvement Solutions

## Critical Post-Merger Questions:

- Has your organization successfully created a new integrated culture?
- Have you stabilized operations with existing technology or converted systems immediately?
- Has an integrated model of sales compensation been implemented?
- Has your sales force been able to capitalize on new customers and product lines?
- Have you made plans to retain critical skills?
- Are you on track for achieving the strategic goals established for the merger?
- Are your previous performance measures adequate for the new operation?



## Optimizing Merger Outcomes

What makes the difference between a successful merger and one that fails to live up to its initial promise? Often the answer lies in action taken after the transaction is complete.

## The Merger Integration Challenge

33% resulted in marginal returns



50% of major acquisitions since 1990 have eroded shareholder returns

17% have contributed significant value

Source: Business Week

*"Most of the top executives interviewed ...said that in hindsight they wished they had paid more attention to the mechanics of merging the companies and less to finding the target and negotiating terms."*

- Jeffrey L. Hiday, Wall Street Journal,  
October 12, 1998

Opportunities exist to maximize the benefits of a merger (and of past mergers) at various points in time. The solution needs to be tailored to where an organization is within the merger integration lifecycle.

## Value Delivered

Hitachi Consulting takes a comprehensive approach to helping you align your strategy and optimize operations. We look beyond the current managerial environment and the financial numbers to the full array of issues that will impact the success –or failure –of the transaction.

Our consultants have extensive experience in successfully assisting clients to achieve their merger integration goals. We can help you plan and implement:

- Strategy Development and Risk Management
- Program Management Office (PMO)
- Operations and Process Integration
- Technology and Systems Integration
- Change Management
- Organizational Restructuring and Critical Skills Retention Cultural Integration
- Achievement of Synergies and Performance Measurement

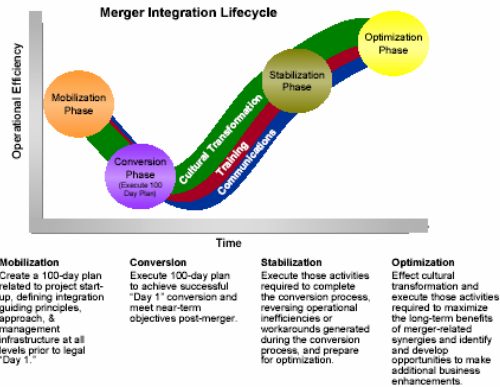
We can tailor the solution to meet your unique needs.

# Solution Overview: Merger & Integration Optimization

## Our Approach to Merger & Integration Optimization

Our approach considers the full Merger Integration lifecycle from mobilization through optimization. At all stages this includes management of critical risk issues such as:

- Customer loss / dissatisfaction
- Critical employee flight
- Operational interruptions



## Hitachi Consulting Solutions for Merger & Integration Optimization

We offer a comprehensive approach that focuses on optimizing the merger outcome. We have an extensive network of resources and the experience to help you meet the challenges that arise after the deal is done. We consider all aspects of integration and we can also assist you to realize the value of past, less successful, merger efforts.



### About Hitachi Consulting

As Hitachi, Ltd.'s (NYSE: HIT) global consulting company, Hitachi Consulting is a recognized leader in delivering proven business and IT solutions to Global 2000 companies across many industries. We leverage decades of business process, vertical industry, and leading-edge technology experience to understand each company's unique business needs. From business strategy development through application deployment, our consultants are committed to helping clients quickly realize measurable business value and achieve sustainable ROI.

Hitachi Consulting's client base includes nearly 30 percent of the Fortune 100 as well as many leading mid-market companies. We offer a client-focused, collaborative approach and transfer knowledge to our clients throughout each engagement. For more information, call 877-664-0010 or visit [www.hitachiconsulting.com](http://www.hitachiconsulting.com)

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