

REALIZING DEAL VALUE

with RGP

RGP has a proven track record of partnering with Fortune 1000 clients to lead due diligence efforts, integrate acquisitions, and execute long-term transformational initiatives.

“ We can’t believe how quickly you were able to get up to speed on how our company works. We wouldn’t have been able to get to close without RGP. ”

– Corporate Development Leader, Fortune 1000 Consumer Products Company

80% OF M&A TRANSACTIONS FAIL TO DELIVER EXPECTED VALUE

Even among Fortune 500 companies, most organizations lack the expertise, bandwidth, and capability to capitalize on transactions.

Having expertise across multiple corporate functions, our teams can focus on leading an entire transaction from beginning to end, or supply needed operational expertise and capacity to fill gaps and help companies and investors realize deal value.

ADVISORY

Guide your team through the M&A process with expert leadership and end-to-end strategy.

PROJECT

Collaborate on M&A activities with an operationally-accomplished team that brings deep integration experience.

INTERIM

Extend your team’s capacity with battle-tested professionals who hit the ground running.



THE CHALLENGE

Two leaders in the construction materials industry had plans to **integrate and go-to-market** more efficiently. RGP led the integration of 2 businesses into 1 new entity while **maintaining sales, avoiding disruptions**, and achieving synergistic savings.

WHAT RGP DELIVERED

01 Our experienced team of **23 consultants** facilitated a smooth transition into a single organization.

02 Established an **Integration Management Office (IMO)** with work streams including Sales, Customer Service, Finance, HR, IT, and Strategic Planning.

03 Introduced an **integration structure and process** to support the organization through its next level of growth.

THE IMPACT

Developed strategic plan to realize the client’s target synergies in **only 2 years**, compared to the 5 years initially modeled by their Corporate Development team.

Implemented synergy tracking and enhanced dashboard capabilities for ongoing reporting requirements to the Board.



THE CHALLENGE

A **Fortune 500** multinational computer software company acquired a commerce platform company. Our client had limited internal capacity and needed additional IMO support. RGP assisted with managing this **multifaceted, global transaction** involving multiple projects with overlapping timelines.

WHAT RGP DELIVERED

01 Our Transaction Advisory Services professional functioned as a utility player within the client’s IMO and tackled **multiple post-close integration projects**.

02 Provided IMO leadership for 2 restructuring projects across **20 countries** that included onboarding **285 non-U.S. based employees** and the wind-down activities for 2 office locations.

03 Leveraged the client’s existing **IMO structure** and tools to effectively manage multiple projects within the operating rhythm of the larger integration effort.

THE IMPACT

Augmented client’s project management tool through **development of dashboards and additional functional playbooks**.

Developed and tracked execution of **comprehensive plans to support 2 office closures**, including scheduling of onsite activities, employee notifications, preparation and tracking of detailed relocation plans and available employee assistance.



THE CHALLENGE

The HR organization of a **global, publicly traded company** was faced with **multiple competing priorities** associated with their acquisition of a privately held firm. RGP assisted in delivering an experienced HR leader to **realize synergies** involving the Human Capital impact.

WHAT RGP DELIVERED

01 Our senior HR executive filled a **critical knowledge gap** due to unfamiliarity with M&A activity by providing **support to strategic and tactical priorities** across multiple HR sub-functions.

02 Mobilized an **HR roadmap quickly** to address various strategic imperatives, including compensation and benefits harmonization, job leveling, and **strategic organizational alignment**.

03 Established an **incentive model** for employees planning to transition as a result of the purchase, while simultaneously **identifying and operationalizing related TAS business requirements**.

THE IMPACT

Helped the organization **rapidly activate onboarding** of all the acquired employee population.

Post-acquisition, retention of key leaders was **96%**, customer retention held at **100%**, and **revenue targets were exceeded** during the post-integration period.



“ I have learned through this process how quickly things can be accomplished when a good plan and a committed, talented team come together. ”

– CEO, Multinational Construction Materials Manufacturer

RGP can help maximize deal value. We’re ready to help with any Transaction challenge your organization is facing.

Contact us today: transactions@rgp.com