

Post-Acquisition Integration Management and Support

This Fortune 500 Financial Services Institution acquired a massive competitor in a \$26 billion dollar acquisition, with a commitment to achieve expense synergies of \$2 billion and an additional \$2 billion in new revenue opportunities by year three. In order to achieve these targets within the proposed timeline, a significant amount of integration work needed to be done. The parent company established an Integration Management Office (IMO) to provide the structure and processes for the project work, track progress, and create accountability.

The Challenge

The newly combined organization did not have enough talent to tackle the massive volume of work, particularly as the day-to-day business was continuing to grow at unprecedented rates. However, this increased need for talent was set to dissipate after the work was completed and the three-year integration window had passed.

The Solution

Eliassen Group was tasked with supporting this project due to our long-standing relationship with several key stakeholders within the Project Services and Finance Transformation teams. These stakeholders had assumed leadership roles within the IMO and, considering our history of proven success, trusted us with providing the necessary talent to achieve their goals.

Our representatives worked closely with the Project Services Organization to identify the talent gaps in the Project and Program Management ranks. Once these gaps were identified, we were able to further establish the key skills for each specific area that needed support, allowing us to bring in appropriately experienced talent to take on these roles.

The Client

**Fortune 500 Financial
Services Institution**

Highlighted Results

- Our extensive Business Optimization offerings have provided the client with critical integration support
- Our team has grown from 3 to 40 deployed consultants

The Result

Eliassen Group was able to support the integration initiative by providing a customized package of our extensive Business Optimization offerings. As we successfully demonstrated our expertise in this area and successfully delivered on these projects, our team grew from 3 to 40 consultants. This success has extended our reach within the organization beyond the Project Services sector, and we now work with multiple other functions within the organization. The parent company is now halfway through the three-year integration timeline, so opportunities to continue to grow this partnership abound.

Tools Used

- Our project management consultants stepped into existing PMO processes that heavily rely on JIRA and Confluence.

Consultants Deployed:

- Over 20 Project Managers
- 6 Business Analysts
- 1 Change Management Professional
- Various other Subject Matter Experts by function. The team size is currently 40 consultants.