



## Fast-track Post-Merger Integration

### or of the success of internal restructuring

- **Accelerate the success** of M&A integrations or internal restructurings.
- **Don't wait** for long adjustment periods or alignment time to 'settle'.
- Minimise or suppress the **productivity loss** typical of these transitional periods.

Many organizations that are looking at – or immersed in – either a Merger & Acquisition (M&A) process, or a re-design of their organization after restructuring [or a combination of both!] have (or will have) these three things in common:

1. **Relationships change.** Often, new interfaces are created with colleagues who may have no *prior history of working together*.
2. **Timeframes change.** *The market does not wait* for your redesign or appreciate the internal acknowledgment that you are in transition. Your need for a period of 'settlement' is not a concern for customers or competitors.
3. **Power and influence change.** Not only may the hierarchical structure of the organization shift significantly but also – and crucially – the often-forgotten, *non-hierarchical systems of influence*: the ways things "get done" through informal connections may be disrupted or completely reconfigured.

These changes are not insignificant. Historically, they result in productivity loss during the long and often painful period of integration towards what people vaguely call 'a new normal'.

**Now, imagine achieving in 3-5 months what might otherwise take 6, 12, or more. That acceleration is entirely possible.**

## To achieve it, you need:

### 1. A way of mapping 'who is who' in the new organization (or within your own, if restructuring internally).

- The official 'who is who' of the organization chart may be obvious – but that information, which simply reflects hierarchical channels (old and new), only describes 'what is', *not* 'how things happen'.
- What matters more is identifying the sources of *non-hierarchical* influence: those colleagues who have high connectivity and high traction – not because of formal rank, but because of trust, credibility, and peer respect built over time. These individuals exist in every organization. People believe in their peers more than their 'bosses'.

This is not a dismissal of formal authority, but an acknowledgment of the invisible forces of influence that are not reflected in an organization chart.

**Note:** *In any organization, a relatively small number of people are highly connected and exert strong influence. The majority have far less traction. Connectivity follows a Power Law distribution – never a normal one.*

### 2. A way to identify and mobilise those influential people as accelerators, multipliers, and catalysts.

- We work with you to *map, identify, and engage these key colleagues* who possess the rare ability to mobilise others. If they are engaged in an appealing mission, integration can be shortened significantly – with obvious productivity benefits.
- *We use AI-powered, peer-identification tools* to uncover – in a scientific, ethical, and anonymous way – the individuals who are the most trusted and connected. Participation is always on an opt-in basis.

Yes, it's possible to rely on informal intuition, or 'what everyone knows', to identify influencers – but such methods are notoriously biased. You'll likely end up with a group of volunteers or well-intentioned individuals who may not have much actual influence

- Once we've created reliable cross-organizational influence maps (in the case of M&A, these need to take into account all parties), we can help to design the *most effective pairings of individuals* from within the new or restructured organization. These pairs then act as connectors and accelerators of integration.

### 3. A short period of skilling to maximise the natural influence of these colleagues.

- We work with selected pairs to upskill them in how to collaborate effectively and – more importantly – how to bring others on board, expanding their reach across the organisation. All of this is done under the umbrella of the strategic objectives of the (new or restructured) organisation.
- In practice, this creates a kind of *mentorship system* – but not one based on guesswork. Instead, it is based on real data: a matching process that answers the question, “*Who is best to work with whom in order to accelerate integration and collaboration?*”

**Accelerated integration is not a dream state.** It is the result of combining deep behavioural insight, the mapping of informal influence, and strategic peer-to-peer connections.

If the ‘new normal’ is going to deliver results, it shouldn’t take a year to arrive. Let’s make it happen in a few months – with intelligence, precision, and momentum.

**Reach out to discuss your situation, present or future,**



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