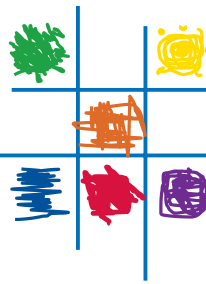


Management Drives



Smoothing the way to a successful merger

In 2007 a US based global specialty pharmaceutical and medication delivery company acquired an Australian company to become the world leader in a key specialty pharmaceuticals segment.

The Challenge

Country management in the Netherlands was concerned that the merger of the two companies would hinder local operations and deter from the development of the US company's Dutch operations which had only recently become independent. Country management wanted to ensure that key performers from the acquired company would feel welcome in the new company.

The Solution

The existing staff had already used the Management Drives profiles to understand how to best communicate and work with each other.

After the merger, the existing company had each of the incoming employees from the acquired company also take the Management Drives profiles.

Local leadership was able to use the Management Drives software to see how different groupings of employees were likely to work together. They were able identify where they may be likely obstacles to the successful integration of the staffs and thereby able to take proactive steps to prevent key employees from the acquired company from leaving.

For example, where differences in group profiles appeared from teams of the legacy and the acquired companies, leadership was able to adapt communication and incentives to better reach out to the new teams.

The Result

The merger of Dutch operations was completed within 6 months, significantly quicker than other local countries. Local leadership was able to retain all of the identified key employees from the acquired company, who felt welcomed and part of their new company.

Over 200,000 people have used Management Drives® world-wide to gain insights into what drives individual and group behavior.

This unique web-based test and group workshop provides profound insights into individual and group mind-sets that influence how decisions are made and what drives behavior.

“It was critical that the new employees from the acquired company and our current employees felt comfortable with the new organization.

Management Drives helped us understand how to balance the new teams as well as communicate with and incent our new team members.”

-- Vice-President

For more information visit us at www.mdamericas.com or call David Gebler at +1 617.314.6280.

Management Drives Americas, LLC, a member of the Skout Group, is the exclusive provider of Management Drives in the Americas.

Management Drives is a registered trademark of Management Drives, BV.