

Design of the postmerger integration project for two specialty chemicals companies

Scope	Approach	Results
<ul style="list-style-type: none">■ Two specialty chemicals businesses with five divisions and 20 business units active in more than 50 countries■ 10-week project with 3 senior consultants complementing the central project office■ Organisation and facilitation role requiring a lot of background knowledge	<ul style="list-style-type: none">■ Define structure of post-merger integration teams in divisions, central functions and regions/countries■ Coaching of first team sessions and assistance in defining sequence of activities and work plans■ Establish reporting procedures■ Facilitation of organisation design workshops to clarify open issues (e.g. interface BU's – countries)■ Set-up merger integration planning and reporting system	<ul style="list-style-type: none">■ Smooth start-up of integration teams and very focused activities■ Early clarification of organisational interfaces and overlays■ Concise planning and reporting of postmerger integration activities■ Groundwork to achieve targeted synergies