

CASE STUDY: Mergers & Acquisitions

The Situation

Our client is an insurer.

They were looking to undertake a series of merger and acquisition deals. They asked our team to support on the due diligence of the targets. They had no internal team to support them and were time bound on some of the targets, as other parties were interested.

The Solution

IHR established a project team spanning finance, HR, IT and legal. Each workstream lead was charged with detailing their approach and areas of focus. The HR section of the due diligence looked at the key areas of: rewards and benefits, organisational structures, roles and responsibilities, pensions, payroll and culture and diversity. A project timeline with key accountabilities was set in place by the team and each workstream was managed against the deliverables.

The Timeline

- Day 1** - Client brief and pipeline of targets shared, and project team identified.
- Days 2 - To 4** - HR due diligence commenced.
- Day 5** - Due diligence report delivered to client with observations and recommendations.



The Feedback

The overall feedback was highly favourable. The team ensured that all legal and FCA requirements, in relation to the merger and acquisition activity, were adhered to. The client acknowledged that the team's expertise, project management and thoroughness of the due diligence report, resulted in a successful deal with issues identified early and remedies provided.

If you would like to know more about mergers and acquisitions, our expert team are at your service. Call us on **01604 709 509** or email HRhelp@ihrsolutions.co.uk and we'll be more than happy to help.