

M&A: Culture Clash – or Happy Ever After?

You wake up one morning to find that your world has turned upside down. Your company has taken on a new partner! Mergers **spell the chance** for an exciting union of equals – or a **dismal culture clash** that ends in ruin.

Suddenly there are new people who don't understand your skills and your official – not to mention your unofficial – rank in **the company food chain**. New bosses might enter the picture too, each with a new management style that is unfamiliar.

In the worst-case scenario, a once happy 'we' turns into 'us and 'them' – with 'them' being those new people harboring crazy ideas that don't **mesh** with 'our' way of doing things.

But before you drown your sorrows in your morning cup of java – sit down and **reassess**. The nagging truth is that the merger was probably needed in order for your company to remain competitive. And once **the dust settles**, synergies both expected and unexpected can make the firm even stronger.

If there are problems, they most likely have nothing to do with the balance sheet. **At issue is** often the human element – differences in the way company personnel approach strategies, and in ways of getting the daily work done.

As any expert on **change management** will tell you, try and map out the similarities and differences in an honest manner right from the start. Next, develop a clear game plan and remember to follow it through!

Ignoring the problems may only **exacerbate** the merger pains. Get to the root of issues early on, find common ground and then move on – **before trench warfare sets in**.

Glossary

before trench warfare sets in

innan det blir fullt krig / innan läget förvärras ytterligare

change management
dismal culture clash

förändringsledning
dyster kulturkrock

don't mesh with
exacerbate

inte är förenliga med
förvärra

reassess

omvärdera

spell the chance

innebär/medför

the company food chain

(företagets) organisatoriska
näringskedja

the dust settles

läget normaliseras