

ACQUISITIONS/MERGERS

INFORMATION AND TESTIMONIALS

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WHAT DO WE DO?

THE PRIMARY REASON MERGERS AND ACQUISITIONS FAIL IS DUE TO CULTURAL DIFFERENCES.

Two organizations may see the value in capitalizing on each other's strengths, but they often fail to investigate their cultural compatibility before aligning. When two different cultures merge, there is a good chance that they will clash, resulting in frustration, lack of engagement and low performance. Organizations going through a consolidation process often face the challenge of integrating values relating to work and behaviour. Most organisations uphold what we call a tight or loose organizational culture. Tight company cultures value consistency and routine, with strict processes. Loose cultures are more fluid and avoid clear rules with an inclination towards trust-based values. Mergers and acquisitions often amplify company differences resulting in a challenging consolidation process.

Using the CliftonStrengths tool, we integrate a framework by which team members of both companies can understand each other and work together effectively. In addition to this, we help both parties create cultural alignment by assisting them in clarifying and articulating their core purpose, behavioural values and collective goal.

Our overall strategy leads different organizational cultures towards each other, achieving synergy and cohesiveness whilst avoiding a loss of momentum and a waste resources.



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WHY CHOOSE OHS?

KEVIN FRENCH-MD: CORE WEALTH

"As a business, one of the things we have enjoyed so far working with OHS is that they have pushed into understanding our business and creating a sense of partnership. Overall, something I have appreciated as a business owner is knowing that I am not just paying a fee for a product, but we are also getting people who are thinking about how we can do our business better."

LISA CURREY-MD: HAMILTONS IN CREATIVE CO.

"It has been the best investment the business has made to date, as it has been an investment directly into the staff. Staff have been invested in, which has resulted in them being more invested in the business and its interests. From a performance point of view, all the staff want to do is excel. Team leaders have been able to start using this tool to identify and utilize the strengths in their teams within their departments, resulting in teams working in more supportive environments, thanks to better understanding and knowledge of the staff member."

RIAAN AGGENBAG - CEO: AFRICAN SAFARI GROUP

"In partnering with OHS we found that we could use the CliftonStrengths tool to discover what makes people 'tick' and what drives them towards success and satisfaction. We also found that including OHS in the hiring and promotion process has provided key insights on prospective employees. On a personal level, knowing the things that naturally put the wind in my sails, and doing more of that, is priceless."



SANDY SMITH - PRINCIPAL: KENRIDGE PRIMARY SCHOOL

"The clarification of strengths truly has been a gain in our organization. We have found that since we implemented the CliftonStrengths tool with our management team, conflict management and crucial conversations have become a lot more effective. This strengths-based approach to development has a long-lasting impact on the staff because it assists us in realizing what motivates and inspires our staff and in turn, what this brings to the classroom environment."

TERTIA WILLETT - HR MANAGER: INDUSTRIAL BAKEWARE COMPANY

"The Organizational Health Solutions team is a highly recommendable energetic team of consultants that is a must for your organization if you would like to see positive and sustainable change. The insights into each personality and team is spot on and it's brought the gold out of the staff team. Already we can see the positive change in how the employees relate to one another."

MORE THAN 90% OF FORTUNE 500 COMPANIES USE CLIFTONSTRENGTHS TO BOOST THEIR PERFORMANCE.

