

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

balance sheet	tase
change management	muutosjohtaminen
culture clash	kulttuurikolari
dismal	lohduton, synkkä
exacerbate	pahentaa
harbor	hautoa mielessään
management style	johtamistyyli
merger	fuusio, yhteensulautuminen
mesh	toimia kitkattomasti
rank	arvo, arvoasema
reassess	arvioida uudestaan
trench warfare	asemasota