

# Q5. Our typical approach to staffing an integration project team could best be described as...

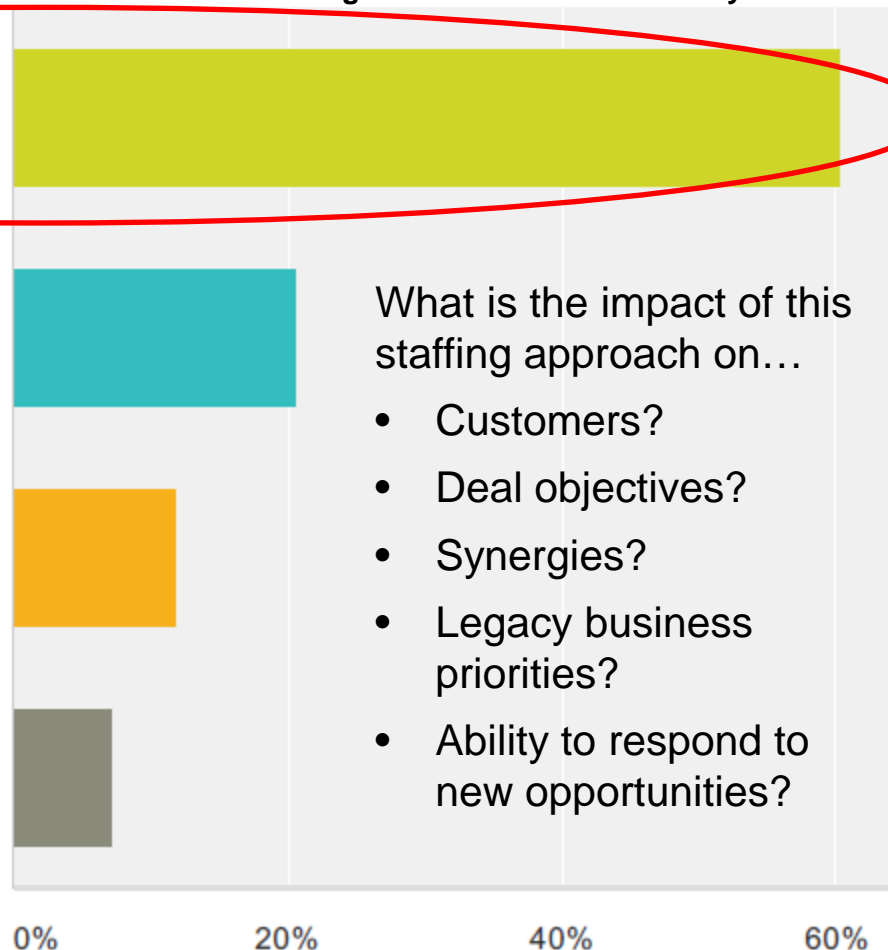
Source: M&A Partners  
The State of M&A Integration Effectiveness Survey 2014

**“Do both.”** Integration work is expected to be done in addition to your normal, day-to-day job.

**“Prioritize & backfill.”** Key functional leaders are primarily dedicated to integration work during key project phases, with adequate backfill assigned to cover most day-to-day work.

**“Interim project resources.”** Each major function has a pool of experienced M&A “go-to” resources that are assigned to lead integration work on a full-time, but interim basis until complete, then return to other projects.

**“Permanent M&A resources.”** Each major function has its own full-time M&A resources and they handle most integration work on a permanent basis.



What is the impact of this staffing approach on...

- Customers?
- Deal objectives?
- Synergies?
- Legacy business priorities?
- Ability to respond to new opportunities?

# Q5. Business impact of a best-practices staffing model

Source: M&A Partners  
The State of M&A Integration Effectiveness Survey 2014

Typically Meet or Exceed the Following  
Business Outcome Objectives

