

## **Checklist: Acquisition - realignment**

### **Acquisition - realignment**

#### **1. Means for realignment decisions**

- determination of owner strategy
- adjustment of organisation in line with owner strategy
- occupation of leading positions which fit in with owners strategy
- decision to avoid the departure of key staff
- introduction of programmes to win over hearts and minds of the business' staff
- initiate customer focus programmes
- increase turnover
- reduce costs

#### **2. Soft factors**

- clarify actual decision making processes (organigrams on their own do not give any idea of how the business works)
- worker expertise vs. senior management talent.

#### **3. Questions**

- Will employees pull their weight?
- Which employees reflect the new owner strategy?
- Which employees should stay?
- Are there any cultural differences?

#### **4. Data on the exploration of business structure and strengths and weaknesses of staff**

- organigrams
- representation and promotion principles
- job descriptions
- statistics on staff turnover
- satisfaction questionnaires
- business loyalty figures

#### **5. Resources**

- staff interviews
- customer interviews
- supplier interviews.