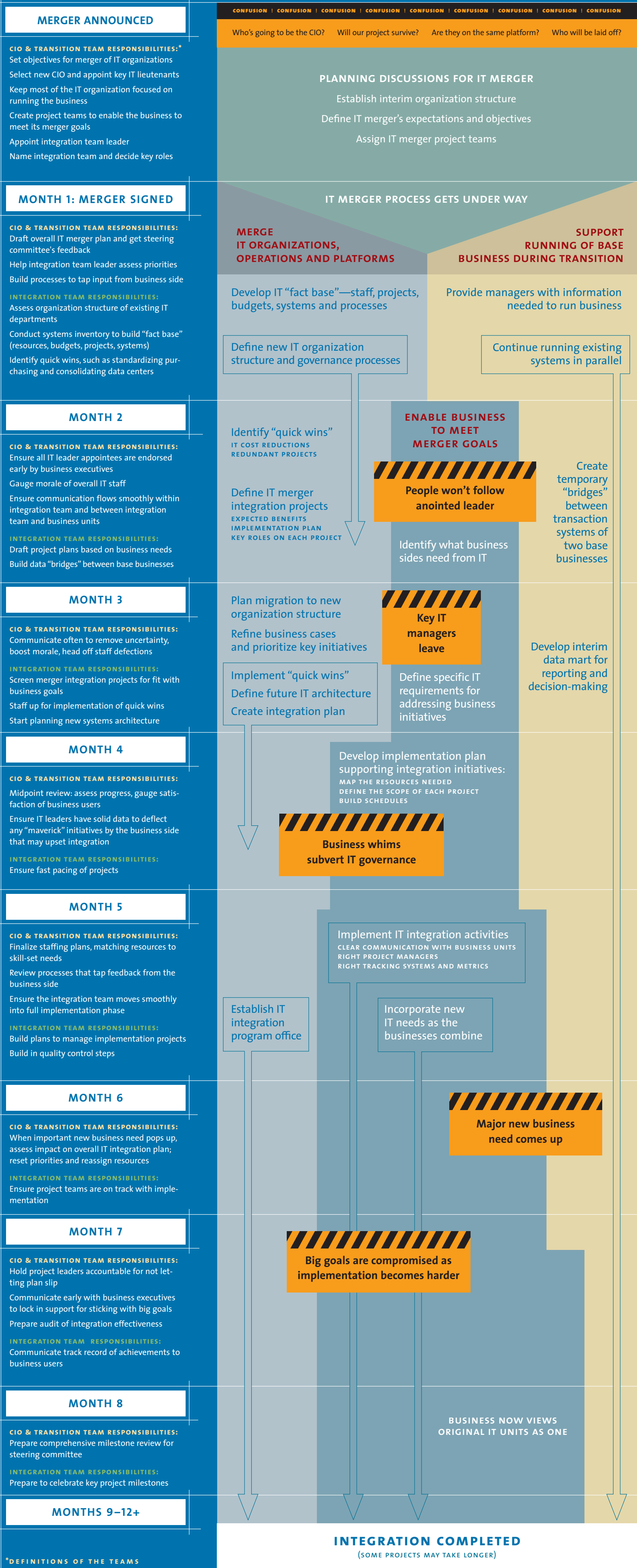


MERGER INTEGRATION BLUEPRINT



***DEFINITIONS OF THE TEAMS**

Steering Committee Typically led by COO and comprising corporate executives such as the VP of marketing. Responsible for success of all aspects of business merger.

Transition Team Headed by CIO and several senior IT managers. Puts the interim IT organization structure in place in merged company.

Integration Team Can be led by CIO, more often by senior IT manager (e.g., head of enterprise applications or network operations chief). Drives and coordinates all IT integration projects.

Project Teams Headed by IT staff with project-management skills. Each drives an integration project.

CREDITS

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Information Design: Winterhouse Studio

KEY TO MERGER STEPS

Merge IT Organizations, Operations and Platforms	Enable Business to Meet Merger Goals	Support Running of Base Business During Transition
<p>BENEFITS IF DONE: Fewer wasted investments Cost synergies achieved Smoother integration process</p> <p>RISKS IF NOT DONE: IT integration never gets completed—patchwork of systems Excessive IT spending Lower service to the business</p>	<p>BENEFITS IF DONE: More likely to achieve merger business synergies Smoother integration process Improved customer/supplier interaction and satisfaction</p> <p>RISKS IF NOT DONE: Last-minute awareness of need for new systems Missed "greenfield" technology-based business opportunities</p>	<p>BENEFITS IF DONE: Accurate business information Cross-enterprise data to support integration analysis Clear processes/systems to support short-term operations</p> <p>RISKS IF NOT DONE: No consistent information about the state of the business Time consuming/costly rework to keep operations running</p>