

# Global PMI Partners

Acquisition and post-merger integration specialists

2021 Services Guide



[www.gpmip.com](http://www.gpmip.com)



# About Global PMI Partners

The post-merger integration specialists with worldwide expertise.



- ✓ 500+ M&A Projects
- ✓ 35+ Countries
- ✓ 250+ Dedicated Professionals

Our expert teams provide an optimal blend of skills, localization, and industry experience to meet the needs of our clients.



# 400+ M&A Projects of Differing Industries, Location and Deal Size

We deliver work across dozens of different industries & sectors for both Corporate Clients in every sector supporting every size of deal, from small bolt-ons to strategic, transformational deals



# Our Private Equity Experience

Our PE experience spans dozens of industries and has been successfully deployed on integration, carve-out and playbook engagements worldwide with portfolio companies of every scale



# Our Global Leadership Team

Our differentiation and value lies in the strength of our team of M&A experts.

Experience is everything.

Each partner specializes in post-merger integration (PMI) services and are supported by a worldwide team of experienced M&A experts.



**Scott Whitaker**

Partner, United States  
Acquisition & Carve-Outs,  
Methodology, Author & Trainer



**Christophe Van Gampelaere**

Partner, Belgium  
M&A Programs, Finance Lead,  
Trainer, TSAs, Due Diligence



**Mark Bevan**

Partner, United Kingdom  
Technology Transformation  
Programmes, TSAs, IMO



**Stefan Hofmeyer**

Partner, United States  
Programs, Processes, &  
Cross-Border Facilitation Expert



**Michael Holm**

Partner, Sweden  
M&A, Acquisitions, Carve-outs,  
Business Transformation



**Chris Charlton**

Partner, United Kingdom  
M&A Leadership, Business & IT  
Transformation Programmes



**Sergio Bruno**

Partner, Italy  
Strategy, Financial Services  
M&A



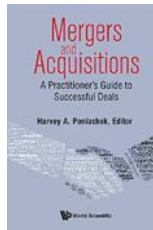
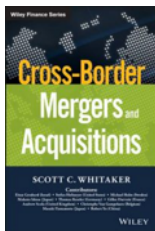
**Robert Yu**

Partner, China  
Strategy, IMO, Marketing/Sales,  
Quality, IT, Culture and Change  
Management



# M&A Thought Leaders

GPMP thought leadership includes books, insight articles, webinars, instruction at leading business schools, research, and client training



**How to Maximize Value from Your M&A Advisors**  
An essential guide to maximizing value from your M&A advisors.



**Post-merger integration success criteria: Health Check Reviews**  
An essential guide to ensuring successful post-merger integration.



**How to Ensure Your Platform Can Scale with Planned Acquisition Activity**  
An essential guide to ensuring your platform can scale with planned acquisition activity.



**Role of Leadership and Change Management in M&A**  
An essential guide to ensuring successful M&A through effective leadership and change management.



**Standing Up an M&A Integration Team - When "X" Players Hurt**  
An essential guide to ensuring successful M&A integration through effective team management.



**We Need to Talk About Culture**  
An essential guide to ensuring successful M&A integration through effective culture management.



**Overcoming Cultural Differences in Cross-Border M&A**  
An essential guide to ensuring successful cross-border M&A through effective cultural management.



**M&A Playbooks**  
An essential guide to ensuring successful M&A integration through effective playbook management.



**Programme HealthCheck**  
An essential guide to ensuring successful M&A integration through effective health check management.

## Overcoming Cultural Differences in Cross-Border M&A

Cultural challenges are a hidden danger that can quickly destroy value in any Merger or Acquisition. This webinar will highlight how to recognize, assess and quantify cultural challenges, and provide techniques and mechanisms for early resolution.

[VIEW ON YOUTUBE](#)

## M&A Playbooks

M&A Playbooks enhance your organization's M&A capabilities. This webinar will illustrate how to leverage playbook solutions as a catalyzing platform to build a more mature M&A project and integration planning & execution capabilities.

[VIEW ON YOUTUBE](#)

## Programme HealthCheck

Learn why, when and how to conduct a systematic health check of your in-flight integration programme(s). Review key themes for a health check, aligned to the primary causes of programme weakness; and underline the benefits of providing a mechanism to reassure senior stakeholders that the programme is set up for success.

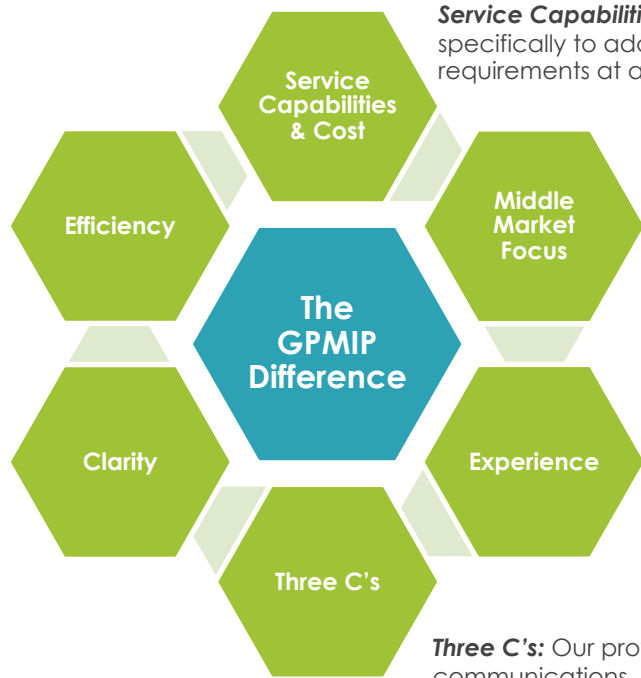
[VIEW ON YOUTUBE](#)



# GPMIP Services

# GPMIP Focus & Competitive Advantage

Our sole focus is addressing the complex operational, technical, and cultural issues that drive integration clarity for client success



**Service Capabilities & Cost:** Our services and process are tailored specifically to address the most common M&A scenarios & requirements at a cost that is highly competitive in the market

**Middle Market Focus:** Our program and deliverables are tailored for the unique needs of middle and lower middle market transactions

**Efficiency:** We strive to complete the majority of integration tasks by day 90-120, and apply a "minimum effective dose" approach with our engagement teams

**Experience:** We have worked with over 100 corporates and 2 dozen PE firms globally and our consultants have extensive experience in doing M&A as line managers

**Clarity:** Our IMO Mobilisation<sup>SM</sup> results driven process ensures focus on critical success factors and success metrics throughout the integration period

**Three C's:** Our proven deliverables for Day 1 communications, cultural integration and change management drive engagement, retention and satisfaction across all stakeholder groups

Our approach and methodologies are "sector agnostic", specifically:

- Our core M&A services are designed to work across any sector / industry.
- Where industry expertise is required, we mine our client's internal expertise first to solve integration challenges.
- Our process is not rigid or inflexible. Where industry dynamics demand modifications, we adapt and incorporate those updates into our client's integration program.

Levels of Engagement:



Capabilities all On Demand





# 2021 CORE GPMIP SERVICES

Stage	Client Needs	GPMIP Services
Pre-Deal  Strategy to Letter of Intent	<b>Perform Operational Due Diligence</b> , combining Carve Out readiness diligence, Integration readiness diligence, with other key operational aspects such as IT, HR & Supply Chain	<b>Operational Due Diligence</b>
	<b>Confirm carve out and transition services readiness</b> (whether for carve out to standalone or for rapid buyer assimilation) and identify and mitigate planning & execution risks	<b>Carve Out &amp; Transition Readiness Diligence</b>
	<b>Confirm integration readiness</b> and identify and mitigate planning & execution risks	<b>Integration Readiness Diligence</b>
Post-Deal  Letter of Intent to Integration Project Completion	<b>Plan and execute integration activity</b> addressing all people, process, and technology components to achieve synergies and the overall deal thesis	<b>IMO Mobilization<sup>SM</sup></b>
	<b>Plan and execute sell side carve-out activity</b> addressing all people, process, and technology components for efficient separation. This can also be tailored by Buyers of Carve Outs to Strand-alone businesses	<b>CMO Mobilization<sup>SM</sup></b>
	<b>Establish and manage transition service agreements (TSAs)</b> for buy-side or sell-side transactions [Included within CMO]	<b>TSA Advisory &amp; Management</b>
	<b>Optimize Costs</b> , documenting and prioritizing variable costs and fixed overheads requirements necessary to drive value capture	<b>Cost Optimization</b>
	<b>Project Health Checks to ensure you integration (or carve out) projects</b> are set up for success to deliver anticipated deal value; and <b>Integration Diagnostics</b> to analyse integration progress to date, usually from accumulated, multi-year buy and build strategies, to ensure optimisation of business sale price	<b>Health Checks &amp; Diagnostics</b>
	<b>Increase execution maturity</b> by transitioning integration management rigour into ongoing BAU project execution	<b>PMO Transition<sup>SM</sup></b>
	<b>Establish internal M&amp;A integration competency</b> to better manage integration activities	<b>Playbooks &amp; Training</b>
M&A and non-M&A Projects	<b>Drive complex projects to deliver end state solutions in key workstreams</b> , that can take longer to deliver than first 120 days, such as IT Strategy, ERP selection & consolidation, outsourcing non-core services, or supplier rationalisation	<b>Programme Leadership</b>
	<b>Establish target enterprise-wide and/or functional operating models (inclusive of organisation design)</b> to support growth and new ways of working to drive value creation and/or business process & IT transformation through effective change	<b>Business Restructuring &amp; Target Operating Models</b>

# GPMIP Services | Pre-Signing

GPMIP Pre-signing services provide clarity and readiness for acquisition integration within the context of the overall M&A lifecycle

## Integration Readiness Diligence

### Service Description

- Assessment of internal resources, approach, and past integration experiences
- Assessment of planned integration approach
- Assessment of baseline governance, process, tools, and templates
- Gap analysis with GPMIP best practices
- Typically 3 days to 2 weeks in duration, including data capture, interviews, and presentation delivery

### Benefits

- Reduction in uncertainty around team capacity and expertise required to manage an integration
- Summarizes integration execution risks while there is still time to mitigate

## M&A Playbooks and Training

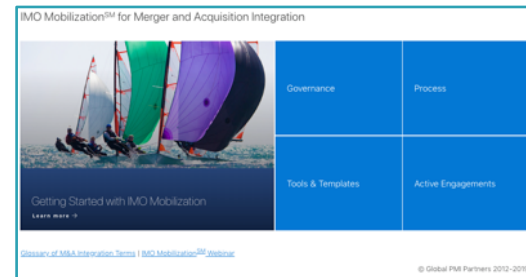
### Service Description

- Overall M&A and Integration Playbook development and related training
- Training adjusted to fit half-day to two-day settings incorporating general best practices, lessons learned, and GPMIP deliverables
- M&A and specific integration playbook development incorporates the GPMIP standard playbook and tailored to our client's needs

### Benefits

- Clarity of integration activity and goals
- Development of a scalable and repeatable internal competency for ongoing acquisitions

Customized intranet based playbooks leveraging cloud based tools



Knowledge driven from comprehensive experience and thought leadership



# GPMIP Services | Signing to Day 100 Post Close

Global PMI Partners proven Mobilisation<sup>SM</sup> methodology is specifically designed for the unique requirements of lower and middle market integrations & carve-outs

## IMO Mobilisation<sup>SM</sup>

### Service Description

- Rollout and execution of GPMIP repeatable M&A integration approach leveraging internal company resources
- Establishment of an integration management office (IMO) designed to start at around signing and run through first 100 days post close

### Benefits

- Rigorous & comprehensive process, governance, and tools specifically designed for middle and lower middle market M&A activity

## CMO Mobilisation<sup>SM</sup>

### Service Description

- Similar approach to IMO Mobilisation<sup>SM</sup> with focus on sell-side or buy-side carve-out management through the establishment of a carve-out management office (CMO)
- Includes the development and management of transition service agreements (TSAs)

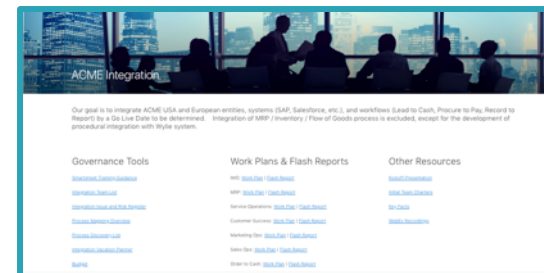
### Benefits

- Similar to benefits of IMO Mobilisation<sup>SM</sup>
- Focused on carve-out activity and TSA stand up and transition to post TSA environment

IMO Mobilisation<sup>SM</sup> and CMO Mobilisation<sup>SM</sup> both incorporate an efficient 4 step process



Similar to Playbook development, cloud based tools are configured to support the integration or carve-out



# GPMIP Services | Signing to Day 100 Post Close

*TSA and SG&A services ensure stand alone and/or platform readiness for any platform or corporate consolidation scenario*

## TSA Management

### Service Description

- Define the catalogue of transition services, service descriptions, service level expectations, and cost basis required to support an orderly carve-out and integration in a manner supporting the investment thesis

### Benefits

- Comprehensive view and common definition of likely required services
- Measurable transition services expectations and timeframes
- Foundation for negotiations and transition services terms enforceable under the terms of the TSA legal agreement and/or purchase and sale agreement

## SG&A Optimization

### Service Description

- Assess potential integration scenarios for full or partial consolidations
- Evaluate the consolidation opportunities and investments required to deliver both short and long-term and sustainable SG&A enhancements that deliver synergy improvements
- Define a high-level roadmap and action plan

### Benefits

- Provides the foundation for current SG&A assessment and gap analysis
- Informs the integration plan, identifies short-term transaction and operations risks and opportunities
- Foundation for SG&A enhancement roadmap and action plan

GPMIP TSA service details defines the “when”, “how” and “how much” aspects of transition services in a manner enforceable under the TSA



Service	When	How	How Much
1. Business Operations Support (BOS)			
2. Financial Reporting and Analysis			
3. Tax and Accounting			
4. Legal and Compliance			
5. Human Resources			
6. Information Technology			
7. Marketing and Sales			
8. Operations			
9. Other			

GPMIP assessment provides a basis for SG&A capability/sustainability/capacity gap analysis across all corporate functions

SG&A Function	Preserve	Leverage	Integrate	SG&A Function	Preserve	Leverage	Integrate
Accounting	✗	?	?	Legal	✗	?	?
Capital Checks	✗	✗	✓	Operations	✗	✗	✓
Finance	✗	?	?	Marketing	✗	✗	✓
Human Resources	✗	?	?	Risk / Compliance	✗	✗	✓
Information Technology	✗	✗	✓	Sales	✗	✗	✓

# GPMIP Services | Day 100+ Post Close

Day 100+ post close there is opportunity to optimize governance structures, process, and tools to support ongoing enterprise initiatives, communications, and change management

## PMO Transformation<sup>SM</sup>

### Service Description

- PMO transformation<sup>SM</sup> establishes increased enterprise maturity to support a growing company post acquisition, or after a carve-out, when new enterprise governance is to be established
- PMO Transformation transitions mature governance established during IMO Mobilisation<sup>SM</sup> or CMO Mobilisation<sup>SM</sup> to manage ongoing enterprise initiatives
- Supports ongoing line-of-site synergy reporting

### Benefits

- Sustained enterprise project management governance, process, and tools to support the needs of a larger or newly stand-alone organization

## Business Restructuring

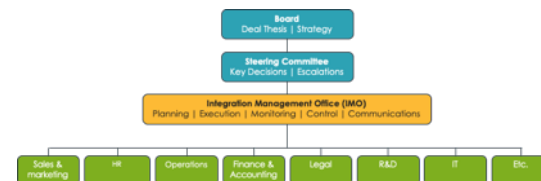
### Service Description

- Continuation of GPMIP communication post close communication regimen but with added focus on change management priorities
- Delivery of pragmatic approaches to manage cultural integration priorities to speed transition to "one company"
- Targeted operating model support to allow business to focus on value creation

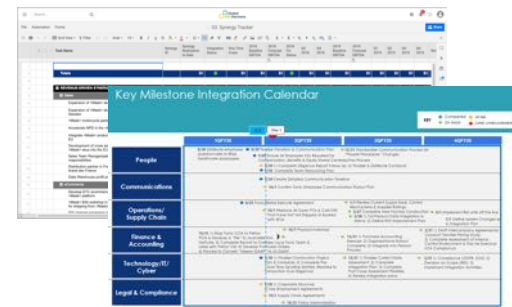
### Benefits

- Helps ensure communications and change management practices are sustained after integration activity ramps down
- Supports continuous process improvement and corporate culture development goals
- Deliver growth & value creation targets

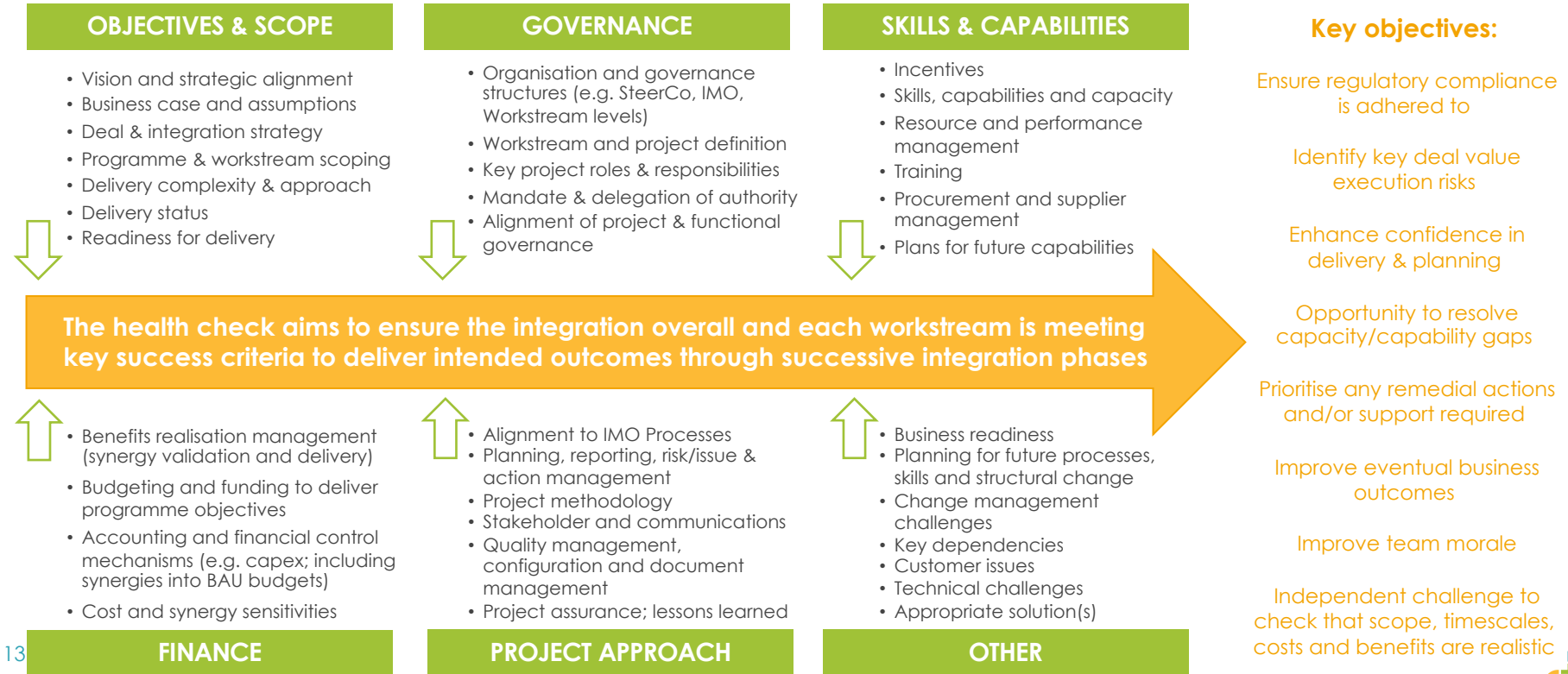
Integration or carve-out governance can be leveraged to increase the maturity of a matrixed organization



GPMIP Transformation & Mobilisation programs help establish more robust tracking & reporting for enterprise projects across the platform



# Integration Health Check Framework





# Integration Diagnostic

Assessment of current level of integration success including realisation of planned synergies. Outputs include workstream charters and projects to deliver remaining activity

High level synergy targets by workstream will be identified and will form the baseline against which current achievements will be measured – as will the current status of TOM implementation

High level Initiatives required to complete the synergies or operating model objectives will be identified.

Detailed views of synergies and implementation projects and their one-off costs will be needed as part of the next phase of work

	Synergy Targets			
	Transaction A	Transaction B	Transaction C	Total
HR	£0	£0	£0	£0
Finance	£0	£0	£0	£0
Technology	£0	£0	£0	£0
Facilities	£0	£0	£0	£0
<b>Total Synergy Target</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>
	Synergies Achieved			
	Transaction A	Transaction B	Transaction C	Total
HR	£0	£0	£0	£0
Finance	£0	£0	£0	£0
Technology	£0	£0	£0	£0
Facilities	£0	£0	£0	£0
<b>Total Synergies Achieved</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>

## Example Initiatives:

- Project 1: Technology Supplier Rationalisation
- Project 2: Unify global sales team
- Project 3: Integrate ERP
- Project 4: Facilities rationalisation – Germany/ UK / RoW

Workstream Functional Operating Model Changes Strategy & Operations				
Workstream Functional Operating Model Changes Technology				
Target Operating Model Thoughts	Current State		Day 1	Target State
Strategy	Company A	Company B		
Strategy	Advance Product into new markets. Develop into a resource Center for international integration. Develop one POC features to be more competitive.	Remove dependencies and cost structure around the legacy business. Roll out Digital Product and determine alternative payment method for Channel etc.	Revised Product Strategy. Target groups for integration. Leverage POC across all new content streams.	Index Center of Excellence for integrations and systems work. Wholesale from integrated business and sub-scale digital labor.
People, culture, and organization	Group CIO has left, covering integration and all, while standalone	CIO and Content group left and will under national POC groups. CIO partners mostly integrate CIO function.	Group CIO with combined Product and all groups under one structure	Optimized Organization with needed Synergies post a month.
Property	Stable but between UK and India	Development, led by CIO	No major location moves	Development Studies to be decentralized. Core Development Centered in UK and India.
Processes and work practices	Single Core mostly Adheres to Agile methodology	No formal POC strategy. Agile dev	Common POC Strategy. Hybrid Dev methodology	Common POC Strategy and Dev methodology
Systems	Various Build for target markets. Outdated ERP	Systems support from external supplier. In-house for Products, Native ERP	Integration Plan for Product System Technology Transfer Program. Rollup methodology to ERP system developed	Single Product Platform for Combined Business Development. Single strategy and single ERP system.

## Workstream Structure, Objectives & Deliverables Technology

Ref	Sub-Workstream	Project	Objectives/Description	Realisability	Owner	Target Completion Date	Strategy ID	Current ID	Link to Detail																														
H1	Product Technology Center																																						
H2	Product Technology Center																																						
H3	Product Technology Center																																						
H4	HR																																						
<b>Detailed Cost Synergy Breakdown</b> Detailed values by Business Process from the Synergy Model Template. Each workstream breaks down their synergy opportunities in to the same groups which is aggregated in the summary below. Synergies are tracked weekly by the IMQ																																							
<table> <tr> <th>Category</th><th>Sub-Category</th><th>Value</th><th>Unit</th><th>Notes</th></tr> <tr> <td>Personnel</td><td>Personnel</td><td>100</td><td>£K</td><td>Personnel synergy opportunities (People &amp; Cost savings) - value of work saved by moving from other Core Centres &amp; Network</td></tr> <tr> <td>Technology</td><td>Technology</td><td>200</td><td>£K</td><td>Technology synergy opportunities (People &amp; Cost savings) - value of work saved by moving from other Core Centres &amp; Network</td></tr> <tr> <td>Facilities</td><td>Facilities</td><td>300</td><td>£K</td><td>Facilities synergy opportunities (People &amp; Cost savings) - value of work saved by moving from other Core Centres &amp; Network</td></tr> <tr> <td>Other</td><td>Other</td><td>400</td><td>£K</td><td>Other synergy opportunities (People &amp; Cost savings) - value of work saved by moving from other Core Centres &amp; Network</td></tr> <tr> <td>TOTAL</td><td>TOTAL</td><td>1000</td><td>£K</td><td>TOTAL synergy opportunities (People &amp; Cost savings) - value of work saved by moving from other Core Centres &amp; Network</td></tr> </table>										Category	Sub-Category	Value	Unit	Notes	Personnel	Personnel	100	£K	Personnel synergy opportunities (People & Cost savings) - value of work saved by moving from other Core Centres & Network	Technology	Technology	200	£K	Technology synergy opportunities (People & Cost savings) - value of work saved by moving from other Core Centres & Network	Facilities	Facilities	300	£K	Facilities synergy opportunities (People & Cost savings) - value of work saved by moving from other Core Centres & Network	Other	Other	400	£K	Other synergy opportunities (People & Cost savings) - value of work saved by moving from other Core Centres & Network	TOTAL	TOTAL	1000	£K	TOTAL synergy opportunities (People & Cost savings) - value of work saved by moving from other Core Centres & Network
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# Additional M&A Services

Our solutions address the full requirements of the M&A lifecycle

## Integration & Divestitures Services

Integration/Carve-out Planning & Execution:

- Business Workstream Management
- Organizational Design
- Target Operating Model
- Program Healthcheck

Post-close Transformation:

- Business Process Optimization
- Operating Model Optimization
- Operational Restructuring

## M&A Capability Development

Training & Internal Capabilities Development:

- Essentials for Executives (Training)
- Integration Planning for M&A Success (Training)
- IMO Training & Functional Lead Training
- M&A Integration Framework Development

# Denominators, ROI and differentiation

# Common Denominators of GPMIP's Approach

Our approach is designed to be efficient and cost effective for busy management teams.

## *Methodology*



- Activate and empower internal resources
- Use proven tools & templates to increase efficiency
- Break work down into manageable components to accelerate delivery
- "Assess first" approach to resource augmentation
- Apply "minimum effective dose"...don't over engineer

## *Execution Differentiators*



- Leverage experience to prevent avoidable mistakes
- Proven SPM (synergy program management) process and tools to ensure goal realization
- Functional workplan tools that are easy to adopt & foster engagement by all team members

## *Knowledge Transfer*



- GPMIP manages integration "with you not for you"
- Focus on knowledge transfer and M&A competency building
- Integration playbook provides comprehensive process & artifact archive to enable future M&A activity

# The ROI of working with Global PMI Partners

Average return-on-investment statistics based on Global PMI Partners' 400+ M&A project data.

## Experience impact

**24 years**

Average experience of GPMIP consultants

**48 hours**

Ramp-up time for most GPMIP teams to start onsite

**1 day**

Notice required to onboard resources (up or down)

**40**

Average size of client integration team directly receiving knowledge and M&A experience from GPMIP to deliver future integrations internally

## Benefit realisation

**127%**

Synergies delivered against investment thesis

**25%**

Faster achievement of synergies

**40%**

Repeat client projects for GPMIP in 2017 – 2019 our ultimate KPI for client satisfaction

**163**

Average number of risks and issues identified, tracked and mitigated in each engagement

## Resource investment

**0.2%**

Average GPMIP cost set against deal value

**2.5%**

Average GPMIP cost as percentage of synergies achieved

**20%**

Relative cost of external support - operational resources to deliver the integration set against deal advisors (Banking, Legal, etc)

**50%**

Estimates saving in internal and external resource costs through faster program mobilisation & execution

# Differentiation from other consulting firms

We provide clear M&A integration focus and are more flexible than any other firm in delivering our knowledge and resources in an on-demand capacity.

Large strategy and consulting firms



Independent contractors and staffing agencies

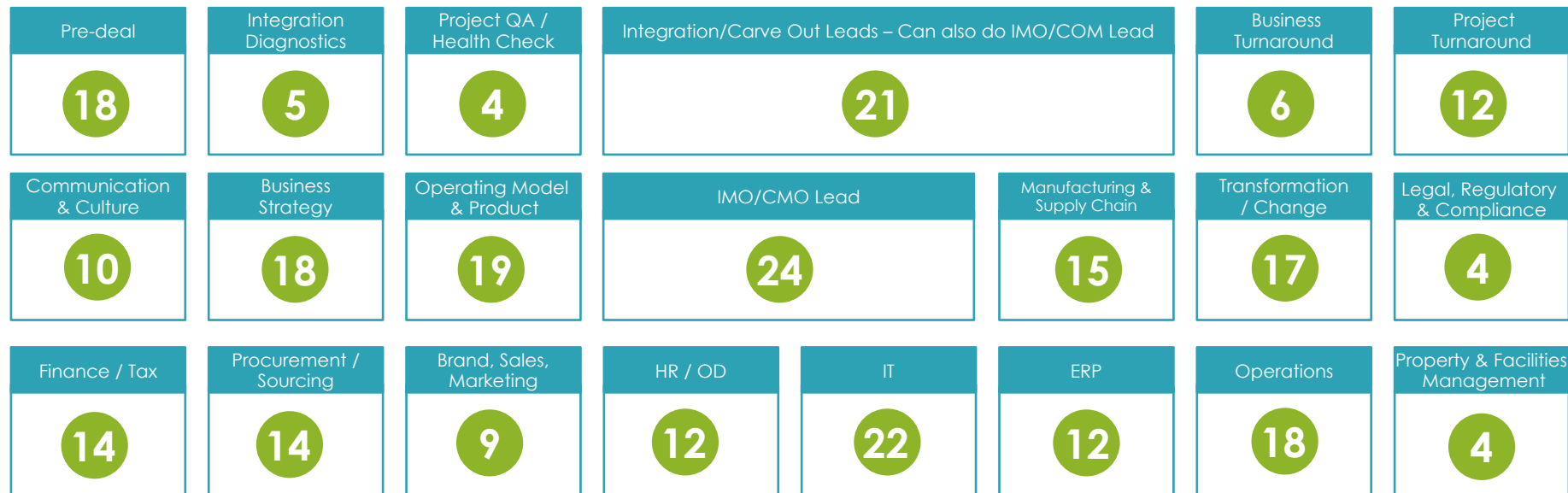
Focus	Methodology	Benefits	Scalability	Geography
General range of services	Consultant focused use	Brand	Bench staff	Global resources
Integrations and carve-outs	Transferrable methodology for internal use	Efficient, integrated delivery	Flexible, on-demand experts	Local resources globally connected
Individual skills	Ad-hoc process	Individual skills	None	Local resources globally disconnected



# Functional Capability

Breakdown of GPMIP UK's core SME and PM capabilities by functional workstream (from a total UK team of 80). Note: individual team members may have capabilities in multiple functions.

It is from this team that any resource needs can be drawn to support your integration programme. We also have access to our wider EMEA or Global team if resources are required outside of the UK. We will work with you to identify internal resources firstly, including Acquirer and Target organisations, then look at alternative options, including GPMIP, if there is a need for external resources



# GPMIP Commercial Proposition

We offer a combination of Fixed Price, T&M and Incentivized contracts; either standalone for each separate transaction / assignment or under an MSA covering multiple transactions / assignments to simplify the procurement process for multiple assignments.

#	Service	Contract Type	In MSA ?	Typical Duration	Ball-park Pricing*
1	Executive Workshops	Fixed	Yes	1 Day	£5 - £10k
2	Programme Health Check	Fixed	Yes	5-20 Days	£10 - £40k
3	Integration Diagnostics	Fixed	Yes	10-20 Days	£20 - £40k
4	Operational Due Diligence	T&M	Yes	20-40 Days	T&M
5	Carve Out/Integration Readiness	Fixed	Yes	5-10 Days	£10 - £20k
6	M&A Playbook	Fixed	Yes	10-20 Days	£20 - £40k
7	M&A Capability Building	T&M	Yes	10-40 Days	£20- £80k
8	IMO Mobilisation <sup>SM</sup>	T&M	Yes	120 Days	T&M
9	CMO Mobilisation <sup>SM</sup>	T&M	Yes	100 Days	T&M
10	Business Restructuring	T&M	Yes	120 Days	T&M
11	Target Operating Model	T&M	Yes	40-80 Days	T&M
12	IT Strategy & ERP Selection	T&M	Yes	20-40 Days	T&M

Client Grade	2021 Unified Day Rate*
Partner	£2,400
Director	£2,100
Senior Manager	£1,900
Manager	£1,700
Exec Admin	£900

\* Actual pricing will depend on final negotiated rates and the timeframe within which internal resource can take on GPMIP roles

\*\* Volume discounts are negotiable, per quarter, bi-annual or annual; plus mutually acceptable bonus arrangements for delivery success  
Please note that our standard payment terms are 10 days from date of invoice; based on actual days worked and expenses incurred + VAT

# Engagement Highlights

# Corporate Engagement Highlights

Company	Industry	Engagement Details
British Airways	Aviation	<b>Scope:</b> Buy-side acquisition integration; sell-side CMO and TSA management
		<b>Services:</b> CMO Mobilisation <sup>SM</sup> , IMO Mobilisation <sup>SM</sup> , PMO Transformation <sup>SM</sup>
GlaxoSmithKline	Consumer Healthcare	<b>Scope:</b> Buy-side integration of 4 business into one £2.5bn UK&Ireland business
		<b>Services:</b> SG&A Optimisation, IMO Mobilisation <sup>SM</sup> , PMO Transformation <sup>SM</sup>
GlaxoSmithKline	Pharmaceuticals	<b>Scope:</b> EMEA Commercial & Operational Transformation and Cost Reduction
		<b>Services:</b> SG&A Optimisation, Culture & Change Mangement, PMO Transformation <sup>SM</sup>
Jack Links	Fast Moving Consumer Goods	<b>Scope:</b> Buy-side carve-out and integration support, setting up EMEA organization and infrastructure
		<b>Services:</b> CMO Mobilisation <sup>SM</sup> , TSA, SG&A optimization
Reliance Worldwide Corporation (RWC)	Plumbing & Heating Systems Manufacturing	<b>Scope:</b> Acquisition integration for US and UK competitors
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> , PMO Transformation <sup>SM</sup>
Logicalis	Technology	<b>Scope:</b> Business Restructuring; Business and Product Value Propositions (3 Projects)
		<b>Services:</b> SG&A optimization, PMO Transformation <sup>SM</sup>

# Corporate Engagement Highlights

Company	Industry	Engagement Details
<b>Aston Lark</b>	Insurance	<b>Scope:</b> P/E backed portfolio company acquisition integration
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> , PMO Transformation <sup>SM</sup>
<b>Compass Group</b>	Facility management	<b>Scope:</b> Integration planning
		<b>Services:</b> IMO Mobilisation <sup>SM</sup>
<b>Peloton</b>	Health & Wellness	<b>Scope:</b> Vertical integration and playbook advisory
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> , Acquisition Playbook
<b>Onto Innovation</b>	High Tech Manufacturing	<b>Scope:</b> Public traded company merger of equals
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> , Acquisition Playbook,
<b>The Stars Group</b>	Gaming & Technology	<b>Scope:</b> Integration planning, synergy management and clean team
		<b>Services:</b> IMO Mobilisation <sup>SM</sup>
<b>Electronics for Imaging (EFI)</b>	Commercial Printing Solutions	<b>Scope:</b> Competency development and integration support (3 projects)
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> , Acquisition Playbook

# Corporate Engagement Highlights

Company	Industry	Engagement Details
CET	Manufacturing	<b>Scope:</b> P/E backed separation
		<b>Services:</b> CMO Mobilisation <sup>SM</sup>
Skype	Technology	<b>Scope:</b> Carve Out from ebay
		<b>Services:</b> CMO Mobilisation <sup>SM</sup> , TSA,
Aprio	Financial Services	<b>Scope:</b> Internal acquisition playbook development and integration support
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> , Acquisition Playbook
VPK Packaging	Manufacturing	<b>Scope:</b> Buy-side acquisition integration
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> , Acquisition Playbook
ST-Ericsson	Telecommunication Software & Services	<b>Scope:</b> Sell-side carve-out, buy-side Integration with JV partners assets
		<b>Services:</b> CMO Mobilisation <sup>SM</sup> , TSA, IMO Mobilisation <sup>SM</sup>
COWI	Professional services - Engineering	<b>Scope:</b> Playbook
		<b>Services:</b> Acquisition Integration Playbook



# Corporate Engagement Highlights

Company	Industry	Engagement Details
Ladbrokes-Coral Group	Gaming & Technology	<b>Scope:</b> Merger and IMO enagement, synergy realization
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> , Acquisition Playbook
Design Group Americas	Gift & Stationary products	<b>Scope:</b> Managed acquisition of adjacent competitor
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> , Acquisition Playbook
Sierra Wireless	IoT (Internet of Things)	<b>Scope:</b> Acquisition integration (2 projects)
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> and SG&A Platform Optimization
NYX Group	Technology	<b>Scope:</b> Integration planning and synergy/value creation
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> , Synergy Management
Inspired Entertainment	Gaming & Technology	<b>Scope:</b> Acquisition integration (2 projects)
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> and SG&A Platform Optimization
P&G	FMCG	<b>Scope:</b> Integration planning and synergy/value creation
		<b>Services:</b> IMO Mobilisation <sup>SM</sup> , Synergy Management

# Client References

Global PMI Partners reputation is built on client results and repeatable delivery

“

“From day one, the team brought focus and clarity to the objectives of the integration.”

“

“Their experience allowed us to avoid the pitfalls and deliver clear execution plans.”

“

“You weren’t just consultants, you were part of the team.”

“

“They understood our culture, how we operate, how we work – they just got it!”

“

“I found them to be professional, easy to work with, and focused on execution. I would recommend them highly!”





We look forward to working with you.



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