FARWELL

"Our last acquisition did not go well. We need to be ahead of the risks and impacts on our members and employees this time around." "We acquired a new credit union and we're in the onboarding process. The operational, technical, and data integration is more complex than expected and we're concerned about timing."



MERGER & ACQUISITION ADVISORY PEOPLE, PROCESS + TECHNOLOGY

Navigate complex business transactions.

The opportunity to acquire or merge credit unions on a national scale brings along with it all sorts of risks to navigate. Your members and employees suddenly experience a new culture, organizational design, and set of systems, data, and processes. Partner with a team of experts to manage changes that realize value faster, with less risk.

WHY A PEOPLE, PROCESS, TECHNOLOGY APPROACH?

- + Maximize ROI with a focus on the greatest impacts.
- Reduce risk by identifying culture, process, or technology issues earlier.
- + Increase speed and reduce missteps by planning for integration early.
- + Improve operational efficiencies and eliminate barriers to success once the deal is closed.

Path Forward with Prioritized Improvements

M & A ADVISORY PROCESS

Business Objective & Current State Assessment M & A Implementation Roadmap Design M & A Roadmap Execution

HOW DOES FARWELL HELP? | REDUCE RISK. GAIN EFFICIENCY.

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RIGHT-FIT DISCOVERY™

Our no cost, no obligation Right-Fit offerings set up organizations for more effective projects. We get up to speed before providing solutions.

SIDE-BY-SIDE PLANNING

We work with you to create an optimal solution that will achieve success. We Right-Fit our recommendations so that your goals are achievable and sustainable.

ROLL-UP OUR SLEEVES EXECUTION

We deliver the right expertise at the right cadence, orchestrating successful outcomes. Using our planning as the guide, you can continually confirm we're creating value. **Between 70 and 90 percent of mergers and acquisitions fail. - HARVARD BUSINESS REVIEW** The reason for this failure rate is complex, but most experts emphasize integration challenges to be the explanation. Manage your business risk and realize the value of a right fit deal with these tested practices:



ASSESS THE DEAL AND BUSINESS OBJECTIVE

CURRENT STATE & FUTURE NEEDS ASSESSMENT

FarWell assesses financial due diligence and evaluates current culture, business processes, technology, and data integration impacts. Together, we develop a firm understanding of pain points, business needs, and affected stakeholders.

RISK ASSESSMENT

Assess risks associated with your deal. Identify, categorize, and prioritize risks in order to mitigate or avoid them ahead of time.

Common M & A risks include: overtaxing of leaders, incompatible technologies or methodologies, talent evacuation, culture clash, data and security vulnerabilities etc.



PLAN FOR RAPID CHANGE & INTEGRATION

DEAL IMPACT & READINESS PROFILE

Evaluate and understand how new business will change your organization. Assess individual and organizational readiness.

IMPLEMENTATION ROADMAP

Develop a high-level action plan to combine two organizations with a focus on process and organizational change impacts.

DETAILED INTEGRATION PLAN & ORGANIZATIONAL GAP ANALYSIS

Decrease risk and increase efficiency with a detailed plan to integrate people, process, technology and data into a new organization.



IMPLEMENT & ADOPT INTEGRATIONS

CHANGE ADOPTION PLAN

Equip your team with a solid vision of future state, the knowledge they need to adapt, and a solid support system so your changes stick long-term.

Establish an Integration Program team that is responsible for monitoring performance and for developing a playbook for future transactions.

TALENT IMPLEMENTATION

Make sure you have the right people in the right roles before, during, and after integration. Create an organizational design that meets your short- and longterm business objectives.

GoFarWell.com | (800) 987-2015

Grow your business with entrepreneurial partners who advise and step in to execute along the way.

