

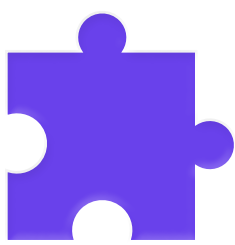


M&A Integration Essentials: The IT Leader's Checklist

Mergers and acquisitions are high-stakes, high-pressure events for IT leaders. A successful integration showcases the power of IT as a strategic enabler of business outcomes. An unsuccessful one can set the new entity back months, if not years.

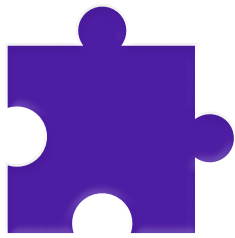
This short checklist is designed as an accompaniment to the full [IT Leader's Guide to Mergers & Acquisitions](#). Use it to ensure you get involved early enough, think long-term, and keep business outcomes in mind.

Get involved early



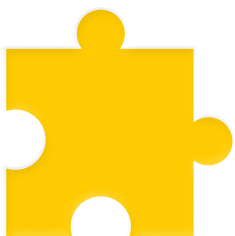
- Understand the deal thesis:** Identify commercial drivers (e.g., market share, cost reduction, diversification) and clarify financial expectations.
- Conduct due diligence:** Audit the target's technology stack, vendor relationships, and internal/external skill sets.
- Assess system dependencies:** Determine which systems to integrate, separate, or phase in gradually.
- Validate the deal thesis:** Align IT priorities with strategic and financial M&A objectives.

Think long term



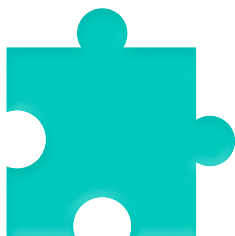
- Create an integration roadmap:** Establish timelines, milestones, and resource allocation.
- Set priorities:** Use impact-effort matrices to target high ROI activities first.
- Prepare a risk log:** Continuously update risks and assign owners for mitigation strategies.
- Develop a flexible budget:** Account for upgrades, new technology acquisitions, and projected savings.

Search for synergy



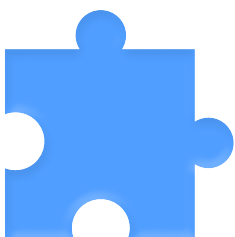
- Audit software licenses:** Review terms, costs, and usage for consolidation opportunities.
- Streamline systems:** Identify overlaps to reduce redundancy and operational costs.
- Engage external partners:** Fill capacity gaps and accelerate consolidation timelines.
- Measure ROI:** Quantify benefits of consolidations against integration costs.
- Adopt best practices:** Combine the strongest tools and policies from both organizations.
- Ensure compliance:** Align with relevant regulations (e.g., GDPR, SOX).
- Minimize vulnerabilities:** Conduct security risk assessments and resolve identified gaps.
- Build trust:** Communicate security measures to stakeholders, employees, and partners.

Concentrate on culture



- Craft a change story:** Explain the integration's purpose, benefits, and roadmap.
- Align culture:** Identify and address potential cultural differences between teams.
- Communicate regularly:** Host progress updates, Q&A sessions, and workshops.
- Empower team leaders:** Designate champions to guide their teams through transitions.

Reflect and prepare



- Document the lessons learned and create a repository to refer back to, should a future deal arise.
- Use the experience gained to modernize the new entity's systems and prepare for further or future integrations.

Are you going through an M&A integration?

Ensono's experienced integration experts can help you deliver a smooth integration with minimal risk. To learn more or request information on our M&A Framework Assessment, visit

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