

Merger Integration

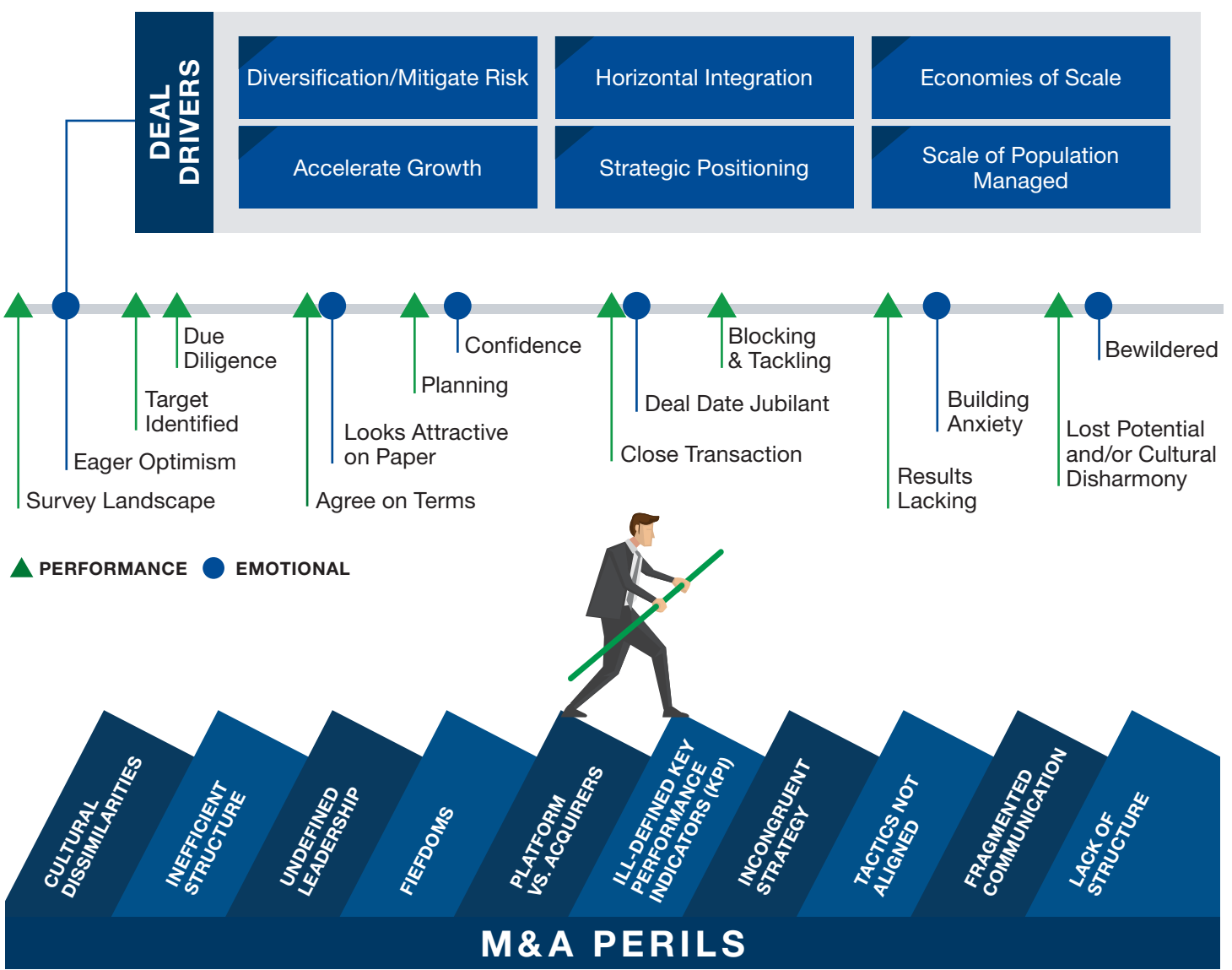
“ The success or failure of an acquisition lies in the nuts and bolts of integration. ”
 – HARVARD BUSINESS REVIEW (HBR)

>\$2 trillion SPENT PER YEAR ON ACQUISITIONS **YET** 70%-90% OF ALL MERGERS/ACQUISITIONS FAIL TO MEET OBJECTIVES (HBR)

WHY?

BECAUSE PURCHASE IS EASY...PERFORMANCE IS DIFFICULT.

M&A Perception Timeline



THE OPTIONS

Self-Directed Integration

- Integration experience may be lacking
- Must redeploy existing personnel
- Core productivity losses
- Trial and error
- Subjectivity
- Unknowns
- No established processes

OR

PYA Integration Assistance

- Established methods
 - Expertise
 - Efficient
 - Experienced
- Cross-functional teams
- Objectivity – KPI measurement
- Scalable
- Best practices
- Project management office

The PYA Integration Management Office

The PYA Integration Management Office (IMO) is the center element of a coordinated hub-and-spokes approach and communication strategy. The IMO, through creative protocols and KPIs, is oriented to deliver organization, objectivity, and results.



PYA IMO OBJECTIVES

- Identify and establish performance metrics
- Ensure progress and alignment with identified strategies
- Facilitate organized communication
- Execute the developed integration plan
- Measure and report interim performance achievement
- Establish a framework that enables 2-way communication
- Develop tools, processes, and procedures for long-term sustainable success

EXCEPTIONAL RESULTS

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|--------------------------------------|-------------------------|-----------------------|
| STRATEGIC PLANNING | LEADERSHIP DEVELOPMENT | FACILITIES REVIEW |
| REVENUE CYCLE | CHANGE MANAGEMENT | INTERIM STAFFING |
| TRAINING | SUPPLY CHAIN MANAGEMENT | HUMAN RESOURCES |
| ORGANIZATIONAL STRUCTURE ASSESSMENTS | MEDICAL STAFF RELATIONS | REGULATION/COMPLIANCE |
| CLINICAL OPERATIONS | FINANCIAL ANALYSIS | IT/SYSTEMS EVALUATION |

“ The innovative affiliation agreement with HealthSpan and Summa Health did not follow the typical merger or acquisition model. The **PYA team understood the need to respect the unique culture** of HealthSpan, Mercy Health, and Summa Health while still **helping us achieve aggressive targets and drive results** in four key areas: supply chain, care management, revenue cycle, and productivity. We appreciate both the **technical expertise that PYA brought** to the project as well as their **ability to develop important, constructive relationships** with HealthSpan, Mercy Health, and Summa Health executives. ”

– BRIAN D. SMITH, CHIEF OPERATING OFFICER, MERCY HEALTH

Want more information? Download our [Post Affiliation Integration White Paper](#).

