

M&A Fast-Track to Integration Success Through People Playbook

CASE STUDY

A Fortune 100 chemical company relied heavily on acquisitions for continued growth, but each integration was managed differently—creating confusion, inefficiency, and talent risk. Lacking a standard approach, the company faced rising employee uncertainty and inconsistent onboarding experiences across teams. With each deal adding complexity, they needed a repeatable, scalable playbook to unify how they transitioned people into the organization. The company partnered with People Results to design a streamlined post-acquisition employee experience that would support leaders, improve engagement, and accelerate alignment. The solution needed to be easy for leaders to execute and flexible enough to adapt to different business functions, sites, and team cultures.



*scalable
support*

ISSUE	ACTION	RESULT
• Each acquisition lacked a standard approach, creating confusion and fragmented integration efforts across the company. • Employees experienced uncertainty, reduced morale, and inconsistent onboarding depending on their team or location. • Leaders were not equipped with the tools or process knowledge to successfully integrate new teams and set clear expectations for success post-acquisition.	• Created a unified integration playbook with timelines, tools, and key activities tailored to business functions and employee groups. • Designed a transformation map to guide all employees through awareness, adoption, and reinforcement stages of change. • Delivered leadership training and onboarding guidance to help managers drive clarity, consistency, and employee connection throughout the transition process.	• Accelerated onboarding timelines across teams, reducing inefficiencies and improving day-one readiness after each acquisition. • Increased trust and engagement among newly acquired employees by ensuring consistent communication and support. • Enabled managers to lead integrations more confidently, maintaining productivity and helping protect institutional knowledge and relationships during critical transition periods.

