

Integration Coaching and related integration programs are offered through the BeamPines Strategic HR Consulting Division. Whether you're on boarding a newly hired executive or integrating the cultures of two previously independent organizations, BeamPines can help.

Why do so many external hires fail? Much of the current research shows that approximately 40% of externally hired executives derail within the first 18 months. Robert Hogan, in his introduction to *Why CEOs Fail*, says that "two-thirds of the people currently in leadership positions in the Western world will fail; they will then be fired, demoted, or kicked upstairs."

Why do so many mergers or acquisitions fail to live up to expectations? A *Conference Board* report authored by *Lawrence Schein* claimed over 90% of surveyed senior executives involved in M&A situations found cultural issues to be at least as important as financial issues and only half of those surveyed believed that the transaction they were involved with had been successful. The answer is simple: *Culture*. The solutions: *fostering trust, aligning your leaders and clearly communicating with your organization*, are not so simple.

BeamPines focuses our expertise on helping you achieve the best return on investment by helping you identify and resolve the cultural blocks. We can help you protect the hundreds of thousands of dollars you invest in the recruitment process and preserve the hundreds of millions, even billions spent on acquiring a new company.

A survey of 86 mergers and acquisitions found more than 75% of M&A executives are now launching Integration programs between announcement and close; and thanks to our C-Prime integration approach, newly hired individual executives are much more likely to adapt and gain credibility and momentum in their new roles.

Effective integration starts before the deal is done. We begin by understanding your needs, your cultural and business goals and apply our experience to help you craft and execute a strategy that works. Through timely decision-making support, we help you to address critical people issues.

Individual integration takes the new executive through a proper development planning and goal setting process, maximizing their communications with key organizational contacts. Team and organizational integration helps leadership teams evolve their culture through an alignment process based upon trust, values and common goals. In addition, our processes support you as you develop strategies for communicating and building organizational credibility.

BeamPines Integration Programs help you focus on alignment and expectations, avoid internal conflict, establish trust and credibility, enhance retention and focus on goals.

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