

Clear Transition

Strategic Transitions Clearly Defined

Business Transitions Seminar

This event is essential for Directors, Strategic Leaders, M&A leaders, Business Transformation Leaders, and Global HR Directors experiencing or anticipating these challenges.

Which of these statistics do you want your company to avoid?

- 80% of Mergers & Acquisition's fail
- 50% of M&A's fail to deliver promised shareholder value
- Most companies lose 50% of their best talent following a M&A
- Up to 85% of failed acquisitions are due to unresolved cultural issues

The stakes are high in mergers, acquisitions and other business transformations whether it is a million dollar deal or niche brand acquisition. For the want of a relatively small investment of time and money on the people and cultural side, so many business transitions fail. This is entirely avoidable.

Is your success dependent on expansion into new international markets, an M&A or significant business reorganisation?

Then you can't afford to miss this seminar.

You can't afford to miss the seminar because it's rare to experience the effective combination of business and commercial reality with people and cultural considerations to deliver a unique solution that will significantly increase your business performance through the powerful engagement and alignment of your people to your business goals.

Lisette Howlett and Neil Urquhart bring a unique focus in the areas of personal and team transition as well as international market penetration. **Clear Transition** is the result of their individual research and personal experience gained over a number of years and in a variety of business sectors and international assignments in Europe, America and Asia.

Together they deliver an exclusive and transformational package of business information that you will not find anywhere else.

Contact us if you want to avoid:

- ✓ crippling integration costs
- ✓ loss of value before, during and after a transition
- ✓ losing talent
- ✓ team breakdown and facilitate cohesion
- ✓ low productivity during organisational turbulence
- ✓ time-wasting internal conflict
- ✓ unsustained change
- ✓ damage to your employment brand
- ✓ failure when entering a new international market
- ✓ misaligned people and business goals

Available as a keynote talk, executive and non executive Director seminar, or full workshop.

For further information contact:

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Lisette Howlett

Lisette is a strategic HR consultant with a track record in successful global change and business transformation (including M&As, talent management and capability development, business restructuring and outsourcing/offshoring) in blue chip organizations including ICI, AstraZeneca/Zeneca and Syngenta. She works extensively in the UK, Europe, US and Asia.



Neil Urquhart

Neil is a cross-cultural consultant with extensive experience of working in international contexts as diverse as Japan, Brazil and Germany for firms such as SAP, John Deere and Cargill. He also delivers induction training for the civil servants of 27 different nations at the European Commission.