

Navigating Through Mergers, Acquisitions, and Reorganizations

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SEMINAR SUMMARY:

Nearly all supply management groups, and professional, eventually experience a large organizational change. Unfortunately, many persons' initial response is to sit back to see what will happen...to their department...and job.

Those who are experienced in organizational transition, however, understand that mergers, acquisitions, & reorganizations provide great opportunity for positive change. This seminar provides valuable insight into a "strategic" approach to organizational change.

The seminar leaders have considerable experience navigating through organizational change.

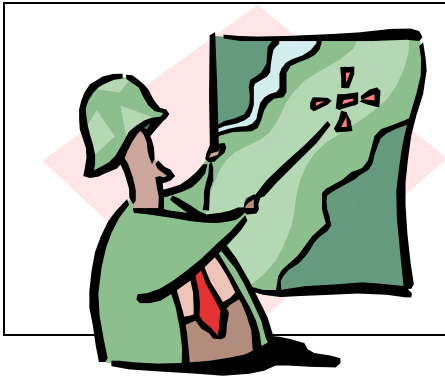


This experience includes corporate experience being with the "mergee" nine times & the "mergor" seventeen times; plus consulting experiences with a large telecommunications firm during a hostile shareholder takeover and a food service firm during an outright sale. Their corporate jobs included senior procurement leadership positions with firms like Bank of America, Security Pacific Bank, Gibraltar Savings Bank, and Western Airlines.

During these changes, the seminar leaders saw the "good, bad, & ugly" and will share valuable observations about important factors involved in organizational change.

SEMINAR OUTLINE:

- **TODAY'S BUSINESS ENVIRONMENT** – Accounting change is impacting the number and size of mergers in today's economy. The economy also has influenced organizational growth, with different consequences for various industry sectors. This portion of the seminar discusses these important factors.



- **FOCUS ON “STRATEGY”** – Leading supply management groups have adopted a “strategic” approach to change management. This view provides a *pro-active perspective* that is foundational to positive change. This portion discusses how strategic thinking can prepare for, and guide through, organizational change.

- **EVENTS THAT DRIVE ORGANIZATIONAL CHANGE** – We discuss seven events that are usually the cause of organizational change: Merger, Acquisition, Spin-off or Sale, Expansion, Contraction, Re-Organization, & Personalities. Each of these causes provides a different theme to the event, which may require a different strategy.
- **STRATEGIC STEPS TO TAKE BEFORE RE-ORGANIZATIONS** – What you do now can determine how quickly your organization can adapt to a large organizational change. Much benefit can be gained by making strategic changes to supplier agreements, pricing formats, and professional development plans...that will allow you to be *pro-active* rather than *re-active* when change does occur. We discuss some of these changes.
- **STRATEGIC STEPS TO TAKE DURING RE-ORGANIZATIONS** – Great cost savings can occur when volumes increase through mergers. Opportunities for product/service standardization also abound. The supply management organization can break down previous “political” barriers and adopt “best practices” structures, processes, and technologies. But too, great confusion can develop without a strategy. User groups can make decisions & supplier commitment without procurement’s involvement...unless a pro-active approach is used. We discuss great approaches that work, and a few that don’t.
- **SEVEN TIPS FOR PERSONAL CAREER GROWTH** – The final set of seminar topics provide useful tips for your personal career growth. Times of organizational change often separate the contributors from those who don’t act strategically. We will discuss seven productive concepts for individuals; involving relationship management, embracing new concepts, identifying the future “target environment”, volunteering for key projects, driving cost savings & quality enhancements, and identifying alternate career paths. We also discuss the path change that damages many careers.