7 Essential Strategies to Ensure a Successful Handoff from Due Diligence to Integration

1. Redefine governance roles
2. Map the process
3. Game Day: Provide immediate directional guidance on major issues
4. Maximize pre-close integration planning
5. Use “clean-teams” to accelerate synergy capture and manage sensitive data pre-close
6. Master the art of integration launch
7. Find the “secret sauce” – business model & culture

Ben Roethlisberger, Pittsburgh Steelers, fumbles on the goal line
5. Use “clean teams” to accelerate synergy capture and manage sensitive data pre-close

What is a clean team?

– Buyer-staff or third-party advisors dedicated exclusively to a pre-closing role
– Allows full access to confidential or proprietary data prior to closing that would otherwise be restricted
– Subject to strict confidentiality agreements, non-competes
– Typically must be separated, or otherwise removed from day-to-day operational decision-making if deal does not close to ensure confidentiality (subject to legal counsel)

“Establishing a clean team to support integration efforts before a deal closes can help speed up the completion of critical tasks and improve the chances of capturing deal synergies.”

McKinsey & Company
Three types of clean teams / roles

• **Data team**
  – Format reports, systems and data for immediate post-close release
  – Gather, review, analyze data which is otherwise restricted
  – Report-out sanitized, aggregated or otherwise non-confidential synopses of data to the Buyer’s executive staff / integration team

• **Pro forma team (all of the above, plus)**
  – Perform specific and mutually agreed analyses and decision protocols to develop specific “working assumptions” regarding key operational integration and synergy projects

• **Decision teams (all of the above, plus)**
  – Sufficient internal and external expertise to develop and validate “confirmed business decisions” to prepare fully executable synergy and operational integration beginning immediately on Day 1

**Critical staffing decision due to restrictions if deal does not close**