

# Smart-Sourcing alternatives to consider

- **Specialized assignments**

- Separate integration-only and day-to-day operations only
- Staying vs. going tasks

- **Professional development backfill**

- Senior function lead dedicated to diligence / integration
- Key lieutenants assigned to temporary duty roles running the day-to-day under function leaders coaching



- **Leverage acquired company staff**

- Tap into both on-going staff and transition-only staff

- **Just-in-time and project-based expertise**

- Temporary contractors and contract-to-hire placements
- Outside specialized expertise
- Functional M&A supplemental staff

# Example:

## M&A resource model for a frequent acquirer

### Corp. Dev / M&A

- Full life-cycle scope
- Staff continuity through key integration / steady state milestones
- Incent on acquired business results

### Dedicated M&A Function Leaders

- Key functions: HR, IT, Finance, etc.
- Support Corp. Dev. in full lifecycle management with functional expertise
- Supports functional resourcing, training, planning and implementation
- Hand-offs to team leads at designated milestones

### Temporary Duty Assignments

- All functions have M&A ready trained team members staged in TDY project pools
- A. Backfill as needed for day-to-day
- B. M&A team roles for diligence & integration

### Advisors & External Support

- Aligned & oriented to internal process methodology
- Standardized processes and coordination
- Key roles may include supporting: executives, coordinate and manage IMO, key functions, critical projects, high risk area, internal capability gaps