

# Adapt Consulting Company Limited

**Task: Set-up and manage an acquisition programme and post-acquisition integration tasks for IT business**

**ROLE:** Project Manager/Consultant

**ISSUES:** Following an investment of USD 20 million the organisation was seeking to grow by acquisition and the requirement was to set-up and manage a series of work-stream for the post-acquisition tasks including integration of people, process and technology.

**ACTION:** Set-up the project role, goals, controls and then co-ordinated and managed project execution for the following. **LEGAL & REGULATORY;** All legal, contractual work relating to acquisition / transfer of people, clients, suppliers, agreements, contracts, services. This to include necessary local and foreign regulatory issues (e.g. JCRA, Regulators etc.) **HR AND STAFF;** All HR related work including, contracts, handbook, on-boarding staff, culture, training, skills development, skills matrix **SERVICES;** All service related work to align with organisation, upload of contracts, products, services, pricing, helpdesk data, billing data, necessary documentation, guidance and training of staff on processes and technology **FINANCE;** All finance and accounting work including nominal ledges, etc., integration of accounts, set-up of reports (incl regulatory reporting ) **COMPLIANCE;** All matters relating to ISMS, QMS, SOC, ISO etc., necessary to maintain "their" and "our" standards and to plan the integration and harmonisation over agreed timetable. **MARKETING;** All marketing including necessary branding (of premises, property, kit) and communication (to customers, suppliers, markets etc.) **CULTURE COMMUNICATIONS;** All matters relating to culture and communication for "them" and "us" (both will have to make changes) and how the organisation integrate and work together

**OUTCOME:** Using a common-sense approach to project (tasks) and change (people & process) management, successfully completed acquisitions in Channel Islands, Luxembourg and North America, with a clear road-map of tasks and responsibilities and were making progress in the right direction.

**REFERENCES:**

<https://calligo.cloud/ams>;

<https://calligo.cloud/3peaks>;

<https://calligo.cloud/fusion>