



# People Aspects in Transaction Services\*

Allow employees to add value to your corporate transactions

8 out of 10 corporate mergers and acquisitions fail, often because of people issues.

Minimise the chance of failure by bringing HR functions and the transaction team closer together. The result will be:

- smoother running transactions
- prevention of industrial unrest
- anticipation of potential problems
- a fast harmonisation process that results in your company becoming operational fast

*Companies are undergoing dramatic shifts to allow for greater globalisation and to take advantage of fading boundaries. However, it is a well-documented and surprising fact that 8 out of 10 corporate transactions fail, often because of people issues. Our Transaction Services solution set is designed to assist HR departments in making a stronger contribution and adding value throughout the deal process.*

*Transactions create turmoil, uncertainty and opportunity. People issues must be assessed at every step of the transaction, from strategy development through due diligence, and ultimately post-integration. Only by making sound cultural risk assessments, choosing financially effective programme changes, and harmonising HR with the business goals can the full value of the transaction be achieved.*

## Transaction Pre-bid — Due Diligence

PricewaterhouseCoopers HR Transaction Services practitioners are an integral component of the due diligence process in respect of target businesses. **We review all plans, policies and demographic and financial information with respect to the target company's employee compensation and benefit programmes.** We work with our deal teams to ensure that all HR issues surrounding a specific transaction are catered for. Whatever the challenge and wherever the problem — we have specialists to explain and resolve the issues.

one entity to another creates employee concern and entails considerable administrative change. Careful planning is required to ensure that your HR and business strategy are integrated. For your company to be successful, your employees must be rewarded for activities that support your company's success. **We will help you develop your HR strategy, shape new rewards and integrate your workforce and programmes.**

## Transaction Post-acquisition — Getting ready for day 1

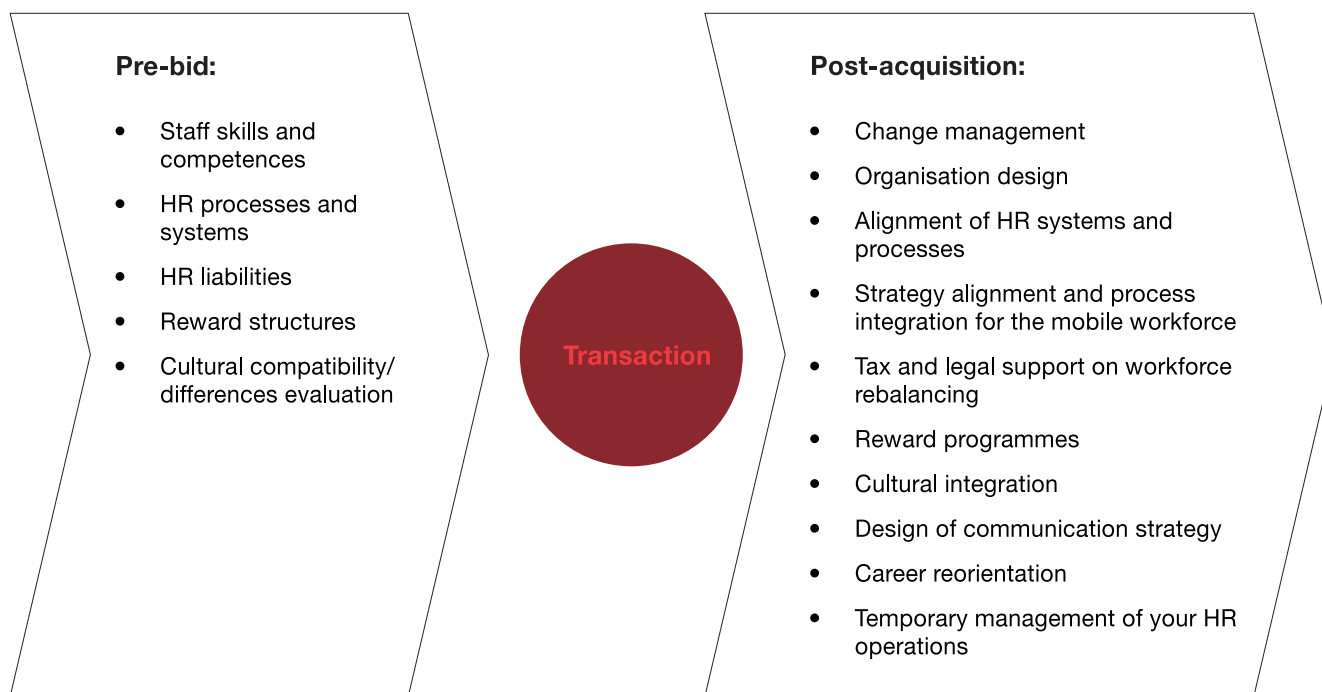
As part of your transaction team we will help in completing a successful transaction and in assuring a smooth assimilation of employees and transition plans. The transition of ownership from

## Spin-off Transactions

PricewaterhouseCoopers HR Transaction Services help **develop and implement the strategies necessary to put people, processes, and technology in place to manage new HR programmes for a spinco and its parent and to communicate them** effectively to management and staff who may be in different countries, with different programmes, and with different rules. We help plan and implement a seamless transition in HR programmes and infrastructure to ensure a high ROI from your human capital.

## Unlocking new answers

Our HR transaction services practitioners work with companies through the due diligence of an M&A or other change process and address the specific benefits, compensation, and equity issues that surround the transaction. As part of the largest professional services firm in the world, we bring together our experience in HR strategy, plan design, compliance, and communication to help companies address and resolve the issues of change. By identifying the impact of people issues, we help bridge the gap between the HR function and the transaction team.



### Our expert team

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