



Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance

By Stuart Ferguson

Download now

Read Online 

Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson

A Quantitative Measurement Tool for Improving Financial Performance *Stuart Ferguson* Integration difficulty--or "culture clash"--is the most-cited reason for M&A failures. *Financial Analysis of M&A Integration* provides an innovative tool for quantitatively anticipating and preventing functional problems when combining companies and their disparate cultures. This dramatic new approach will help decision-makers measure the direct impact of behavioral concepts data on ROI, cost of sales, and other business ratios and indicators as they factor the financial impact of cultural differences into valuation, shorten the integration period, and reduce its related costs, and more.

 [Download Financial Analysis of M&A Integration : A Quantita ...pdf](#)

 [Read Online Financial Analysis of M&A Integration : A Quanti ...pdf](#)

Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance

By Stuart Ferguson

Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson

A Quantitative Measurement Tool for Improving Financial Performance *Stuart Ferguson* *Integration* difficulty--or "culture clash"--is the most-cited reason for M&A failures. *Financial Analysis of M&A Integration* provides an innovative tool for quantitatively anticipating and preventing functional problems when combining companies and their disparate cultures. This dramatic new approach will help decision-makers measure the direct impact of behavioral concepts data on ROI, cost of sales, and other business ratios and indicators as they factor the financial impact of cultural differences into valuation, shorten the integration period, and reduce its related costs, and more.

Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson **Bibliography**

- Sales Rank: #3709461 in Books
- Published on: 2003-06-16
- Original language: English
- Number of items: 1
- Dimensions: 8.90" h x 1.41" w x 6.20" l, 1.10 pounds
- Binding: Hardcover
- 320 pages



[Download Financial Analysis of M&A Integration : A Quantita ...pdf](#)



[Read Online Financial Analysis of M&A Integration : A Quanti ...pdf](#)

Download and Read Free Online Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson

Editorial Review

From the Back Cover

An Innovative New Tool for Measuring--and Mitigating--the Financial and Human Perils of M&A "Culture Clash"

Integration difficulty--i.e., "We can't get along with these people"--is the most-cited reason for the failure of a merger or an acquisition. But what if decision makers had a tool for measuring potential cultural issues and barriers, planning mitigation procedures, or even reevaluating a deal that was doomed from the start?

Financial Analysis of M&A Integration introduces just such a tool. The QUOCA (Quantitative Organizational Cultural Analysis) objectively measures the potential impact of combining organizations and their dissimilar cultures and predicts the possible effect in traditional financial terms such as ROI, payback period, and other business ratios and indicators. This hands-on book provides:

- An in-depth examination of the business combination process from conception through integration
- An understanding of the most misunderstood barrier to M&A success--clashes between cultures of combining organizations
- An innovative approach to predetermining the potential financial impact of combining businesses and their cultures

Quantitative culture analysis is a powerful tool for forecasting the potential success or failure of an M&A deal. *Financial Analysis of M&A Integration* helps transform a significant barrier to M&A success into an opportunity by defining and anticipating cultural hurdles before they cause financial disasters.

The potential financial benefits of a synergistic, "perfect fit" merger or acquisition are so immense as to be almost immeasurable. So, conversely, are the perils when two or more culturally incompatible organizations are combined into one.

In *Financial Analysis of M&A Integration*, strategic planning and organizational change expert Stuart Ferguson introduces a unique, quantitative tool for measuring the cultural issues and barriers that can derail even the most carefully planned merger or acquisition. That tool--the Quantitative Organizational Culture Analysis, or QUOCA--allows decision makers from any industry to quantify the cultures of vastly different organizations and determine whether the barriers can be overcome or should be avoided altogether.

Featuring examples from real-world integrations, with analyses of how Dr. Ferguson's QUOCA could have impacted the events and saved the involved companies time and money, *Financial Analysis of M&A Integration* provides:

- Strategies for preparing for--or avoiding altogether--deals whose major cultural factors virtually guarantee failure
- Methodologies for accurately factoring the financial impact of culture on valuation and payback calculations
- Proven techniques for dramatically reducing the length and associated costs of the integration period

In addition, the book's innovative and invaluable approach shows you how to ask--and answer--the make-or-

break questions that managers and executives are often afraid to confront. What are the employee uncertainties on each side of the equation and how should they be addressed? Is the acquired organization more strategically advanced than the acquirer--and, if so, how will ruffled feathers on both sides be smoothed? *Financial Analysis of M&A Integration* explains how to measure and address these and myriad other important cultural issues, ensuring they don't leap from the shadows at the most inopportune, impractical moments.

When combining two or more organizations, the financial costs of "cultural fit" have always fallen into the realm of theory, guesswork, and, at most, empirical analysis. *Financial Analysis of M&A Integration* allows executives to shed light on this once pitch-black area. Both qualitatively logical and quantitatively sound, it takes today's most in-depth look at the financial impact of the integration of disparate corporate cultures and helps to remove an important variable--the previously immeasurable human factors that can make or break even the most carefully planned integration--from the M&A equation.

About the Author

Stuart Ferguson, Ph.D., is the founder of Organization Change Resources, a consultancy that focuses on issues from culture assessment and development to organizational change, strategic planning, and team building for such firms as Marriott, Merrill Lynch, MetLife, and others. Formerly a vice president of global financial services at the American Re-Insurance Company, Dr. Ferguson is a frequent speaker at conferences both in the United States and around the world.

Users Review

From reader reviews:

Sophia Myers:

Have you spare time to get a day? What do you do when you have more or little spare time? Yeah, you can choose the suitable activity with regard to spend your time. Any person spent their particular spare time to take a stroll, shopping, or went to often the Mall. How about open or maybe read a book titled *Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance*? Maybe it is to get best activity for you. You already know beside you can spend your time together with your favorite's book, you can wiser than before. Do you agree with it is opinion or you have other opinion?

Virginia Higgins:

Book is to be different for every single grade. Book for children until finally adult are different content. As we know that book is very important usually. The book *Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance* seemed to be making you to know about other expertise and of course you can take more information. It is rather advantages for you. The book *Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance* is not only giving you far more new information but also to get your friend when you feel bored. You can spend your own spend time to read your publication. Try to make relationship together with the book *Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance*. You never really feel lose out for everything if you read some books.

Ola Hellman:

This Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance is great book for you because the content that is full of information for you who else always deal with world and have to make decision every minute. This kind of book reveal it facts accurately using great plan word or we can state no rambling sentences in it. So if you are read the idea hurriedly you can have whole data in it. Doesn't mean it only will give you straight forward sentences but tough core information with attractive delivering sentences. Having Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance in your hand like having the world in your arm, info in it is not ridiculous a single. We can say that no publication that offer you world throughout ten or fifteen minute right but this publication already do that. So , this can be good reading book. Heya Mr. and Mrs. occupied do you still doubt this?

Larisa Nagle:

Beside this specific Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance in your phone, it could possibly give you a way to get more close to the new knowledge or details. The information and the knowledge you are going to got here is fresh from oven so don't possibly be worry if you feel like an outdated people live in narrow small town. It is good thing to have Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance because this book offers to you readable information. Do you often have book but you would not get what it's about. Oh come on, that won't happen if you have this with your hand. The Enjoyable agreement here cannot be questionable, similar to treasuring beautiful island. So do you still want to miss it? Find this book along with read it from today!

Download and Read Online Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson #QVWZXMEL071

Read Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson for online ebook

Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson books to read online.

Online Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson ebook PDF download

Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson Doc

Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson MobiPocket

Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson EPub

QVWZXMEL071: Financial Analysis of M&A Integration : A Quantitative Measurement Tool for Improving Financial Performance By Stuart Ferguson