

STRUCTURE & OPERATIONS

Post-Merger Integration Consultancy

We know a merger changes everything - how work works, how services are delivered, how teams come together, how people develop. We help you integrate the whole system, not just the org chart.

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what changes
whose way of doing things
who we bec
what stays
how teams meet
le feel about it
how decisions now work
which culture leads

You're bringing two organisations together. We help you integrate everything - the structure, the culture, the services, the people - so the new organisation thrives.

When two organisations come together, everything is in play. The way work flows. The way teams are structured. Service delivery patterns. Operational processes. People development. Culture. All of it, all at once, all interconnected.

Most post-merger integration consultancy picks one slice - the financial integration, the IT migration, the structural redesign, or the culture programme. But a merger is not five separate projects running in parallel. It is one organisational system being rebuilt. Changes to the structure affect operational rhythms. Operational rhythms shape the quality of service delivery. The quality of service delivery shapes how people feel about the new organisation. Everything connects.

We help organisations where...

You're bringing two organisations together and you want to get it right - not just structurally, but in how it actually feels to work here.

You want a shared identity that honours the best of both organisations

We help you find what's worth keeping from each side and build something stronger together

You want people to feel excited about the new organisation, not just resigned to it

We help you create something people genuinely choose to be part of

You want services to get better through the merger, not just survive it

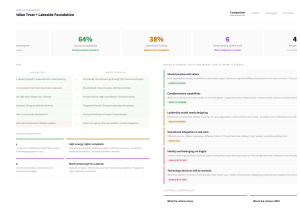
We help you integrate operations and delivery alongside the structure

You want the expertise and knowledge from both sides to carry forward

We help you protect the capabilities that made each organisation good at what it did

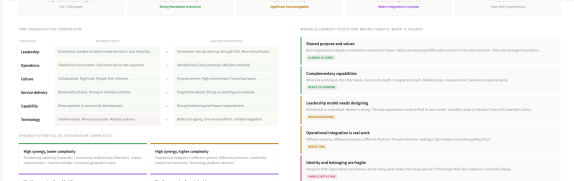
Why successful mergers need a whole-organisation approach

Every organisation is an ecosystem - a living system of patterns, connections, and rhythms that determine how it actually works. A merger takes two of these ecosystems and asks them to become one. That is not a structural exercise. It is the most complex organisational challenge there is.



Four connected areas of work

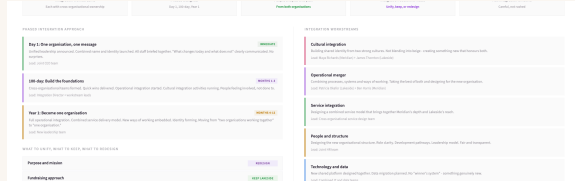
Every merger is different - different organisations, different histories, different reasons for coming together. But our post-merger integration consultancy typically moves through four connected areas - understanding the ecosystems you are bringing together, designing how the new organisation will work, making integration real across every dimension, and building the capability to keep evolving as one.



01 Understand

Before you can design the future, you need an honest picture of both presents. Not just the org charts and the stated cultures, but the real patterns of how each organisation actually works - the operational rhythms, the collaboration habits, the service delivery approaches, and the things people genuinely value.

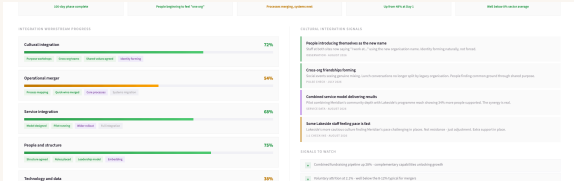
A clear, honest picture of both organisations as complete systems - with agreed priorities for where integration effort will have the greatest impact.



02 Co-design

The strongest integrations happen when people from both organisations genuinely shape the new one together. Not one side's way of working imposed on the other. Not a polite compromise that satisfies nobody. Something genuinely new, designed by the people who understand how both organisations actually work.

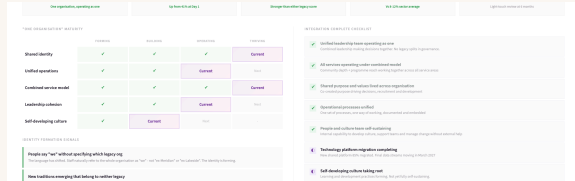
A practical design for how the new organisation works across every dimension - created by the people who will make it work, not imposed from above.



03 Implement

There is a moment in every merger where the announcements have been made and the structures have been agreed, but two organisations still exist side by side. The real integration - making things actually work as one - is where the hard work happens and where most integration programmes lose momentum.

An organisation where integration is felt in how work actually works - not just visible on the org chart or announced in the newsletter.



04 Build capability

Integration does not finish on day one hundred. The new organisation needs to keep developing how it works - refining operations, strengthening teams, improving services, and building a shared identity. Our goal is to make sure you can do all of that without us.

An organisation that can continue developing as one integrated system - getting stronger over time, not drifting back into old patterns.

<p>70%</p> <p>of mergers fail to achieve expected synergies</p> <p><small>KPMG</small></p>	<p>50%</p> <p>of senior leaders leave within 2 years of a merger</p> <p><small>Deloitte</small></p>	<p>30%</p> <p>productivity drop during poorly managed integration</p> <p><small>McKinsey</small></p>	<p>2x</p> <p>more likely to succeed with dedicated integration support</p> <p><small>Rain Post-Merger Integration Consultancy</small></p>
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OUTCOMES

What becomes possible

Organisations we have partnered with through our post-merger integration consultancy describe a point where the new organisation starts to feel like one thing, not two. Not because someone mandated it, but because how work works, how decisions get made, and how teams collaborate has genuinely changed.

An organisation that works as one Because the integration was designed as a whole system, not a collection of separate workstreams

Services that get better, not worse Because operational alignment and service delivery were integrated alongside structure and culture

The best of both organisations Because the strengths of each were identified and deliberately preserved, not lost in the rush to combine

People who want to stay Because they can see the new organisation is genuinely worth being part of, not just the old one with a different name

Capability to keep evolving Because the ability to develop as one organisation is built in, not dependent on external support

A merger is a rare opportunity to build something genuinely new - an organisation that is better than either predecessor. With the right approach, it can be a step forward for everyone involved, not just a disruption to endure.

Ready to explore what this could look like for your organisation?



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