

HEALTH & SAFETY CONSIDERATIONS IN MERGERS AND ACQUISITIONS

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Outline



- Purpose of Mergers & Acquisitions
- Recipe for a successful M&A
- Challenges to positive health & safety culture
- Moving ahead together as one



Purposes of M&A



*“The whole is greater than
the sum of the parts.”*
Aristotle

- Business and political purposes
- Generate more profit for the newly built companies
- Diversify their operational domains.
- Expand the company’s business in different geographical regions.



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Failures of M&A

*Harvard Business Review report:
the failure rate for M&A is
between 70 percent and 90 percent.*

Source: Finance 1/28/15

- Merging under 1 corporate mission.
- Bringing together different groups of people.
- Trouble integrating multiple groups over geographies.
- Challenges with multiple IT infrastructures.

- Lack of transparency.
- Missing a comprehensive project strategy.
- Costs of merger.
- Failure to manage change



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Recipe for a Successful Merger

1. Strategic alignment
2. Knowing and living values
3. Adaptive leadership



Culture

Source: Gail Goodman, CEO Constant Contact



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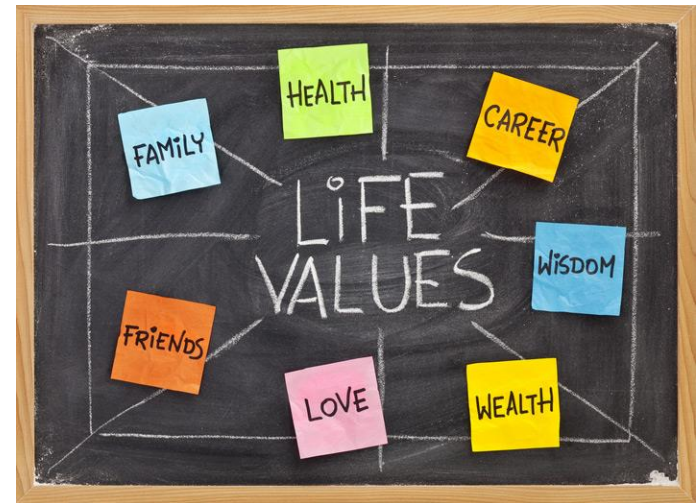
Strategic Alignment

1. Who will get us there? Who will lead us there?
2. H&S mission statements – the words we use do matter
3. Objectives at the H&S cultural and procedural levels



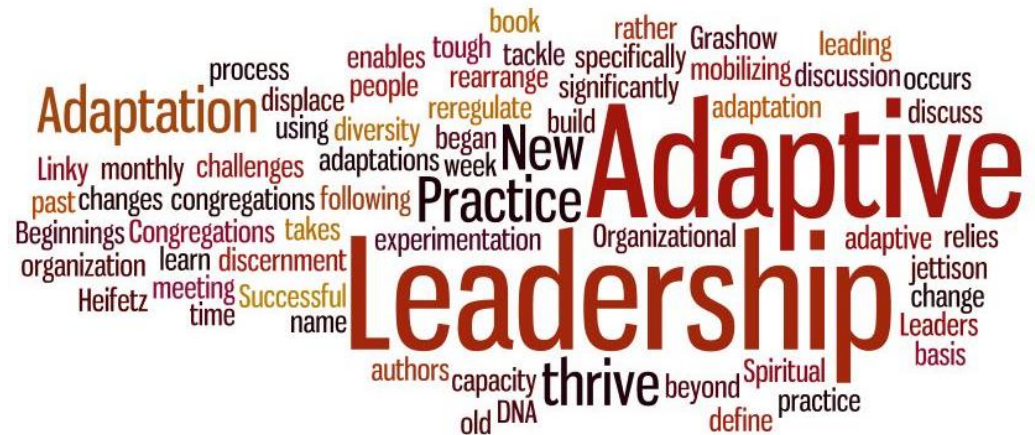
Knowing and Living Values

1. Know what is first, always.
2. Have a big picture view of the position in life.
3. Caring about off-the-job H&S/wellness as well as on-the job H&S.



Adaptive Leadership Inspires...

1. Positive attitude toward change.
2. Willingness to accept feedback.
3. A culture of management and leadership development.



Moving Ahead Together



1. Form a joint safety integration committee.
2. Create a new H&S mission statement.
3. Identify what the organization is going to be, its “personality” and its values, and design in safety.
4. Goal = continuous improvement. Encourage hazard assessment and development of controls into the management of change process.
5. Open feedback is a critical



Thank you



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