

The integration leadership and overall infrastructure: integration manager, integration team, task forces and executive committee will ensure:

1. The success of the integration
2. Preservation of existing assets
3. Identification of new areas to capture and create value

Integration leadership provides a bridge from the deal team to the operational integration team responsible for executing the integration. Some of the significant functions of integration leadership include:

- Providing feedback of hidden integration costs into financial assumptions, business evaluation and purchase price.
- Pushing for concrete decisions, directions and priorities.
- Meshing strategy to intended results.
- Directing tactical planning process.
- Evaluating target personnel.
- Identifying strategic interdependencies.
- Linking functional silos.
- Modeling strategic priorities based on cost, value, probability of success and timeframe.
- Setting objectives for event-related projects.
- Improving integration process – capturing lessons learned from one acquisition to the next.

These functions are complicated by the speed and necessity for confidentiality during an acquisition.