

How Jive bridges the cultural divide



During mergers and acquisitions

The European Business Review

According to consolidated research and a Harvard Business Review study, between

70% and 90%

of mergers and acquisitions fail.

Cultural integration

In a study **33%** of respondents blame cultural integration issues as the reason for failure.

Source: AON Hewitt



The main reasons for failure

In research conducted by AON Hewitt, five of the top ten reasons given for mergers and acquisitions failing to deliver on expectations and shareholders value were associated with people and cultural integration.

33%

Cited cultural integration issues

32%

Cited inconsistent/unclear communication

30%

Cited insufficient attention to workforce/people issues

22%

Cited leadership infighting and/or buy-in

32%

Cited failure to implement appropriate organisational structure

Where it all goes wrong



How Jive bridges the cultural divide

From our experience, we see four human strategies that play a significant role in the success of any merger or acquisition:



Cultural assimilation

Defining the culture of the merged organisation, communicating this and enabling cultural transformation.



Fostering collaboration

Connecting everyone across the merged entity, enabling them to contribute to conversations and create and self-organise communities.



Strategic alignment

Ensuring clarity around the strategy of the merged organisation and through communication and collaboration ensuring buy-in.



Communicating change

Creating a communication channel that bridges disparate locations, geographies and organisational structure that drives employee engagement in change.

The Jive effect

Organisations that are utilising Jive as the collaboration hub for communication and employee engagement see significant benefits – here is just some of the value delivered.

37%

Increase in project collaboration and productivity

34%

Increase in employee connectiveness

32%

Increase in ideas generated within the company

29%

Increase in executive communication

25%

Reduction in onboarding time

25%

Decrease in time to find information and experts

Jive is the leading provider of modern communication and collaboration solutions. We help organisations to unite cultures, attract and retain talent, breakdown geographic and divisional barriers and drive greater productivity and leverage through more effective collaboration.

Whether you are currently going through a merger or acquisition or just looking for greater employee engagement, we would love to explore with you how Jive can help.

You can contact the Jive team by visiting www.jivesoftware.com or call us directly on +44 118 402 6900

