



WORLDWIDE ERC®
WEBINARS

June 21, 2018
11:00 am EST



Our thanks to today's sponsor: **SIRVA**[™]

© 2018 Worldwide ERC®



WORLDWIDE ERC®
WEBINARS

Mergers, Acquisitions and Mobility – Are You Ready?



WORLDWIDE ERC® WEBINAR DISCLAIMER

The views, opinions, and information expressed during this webinar are those of the presenter and are not the views or opinions of Worldwide ERC®. Worldwide ERC® makes no representation or warranty with respect to the webinar or any information or materials presented therein. Users of webinar materials should not rely upon or construe the information or resource materials contained in this webinar as legal or other professional advice and should not act or fail to act based on the information in these materials without seeking the services of a competent legal or other professional.



Webinar Instructions

Technical difficulties?

- Dial 866.779.3239, or e-mail questions to support@webex.com

Sound Troubles?

- If your sound quality is poor, check your Wi-Fi strength or connect via cable.
- Call in using the phone number listed under the “Event Info” tab in the upper left-hand corner.

To return to meeting room window:

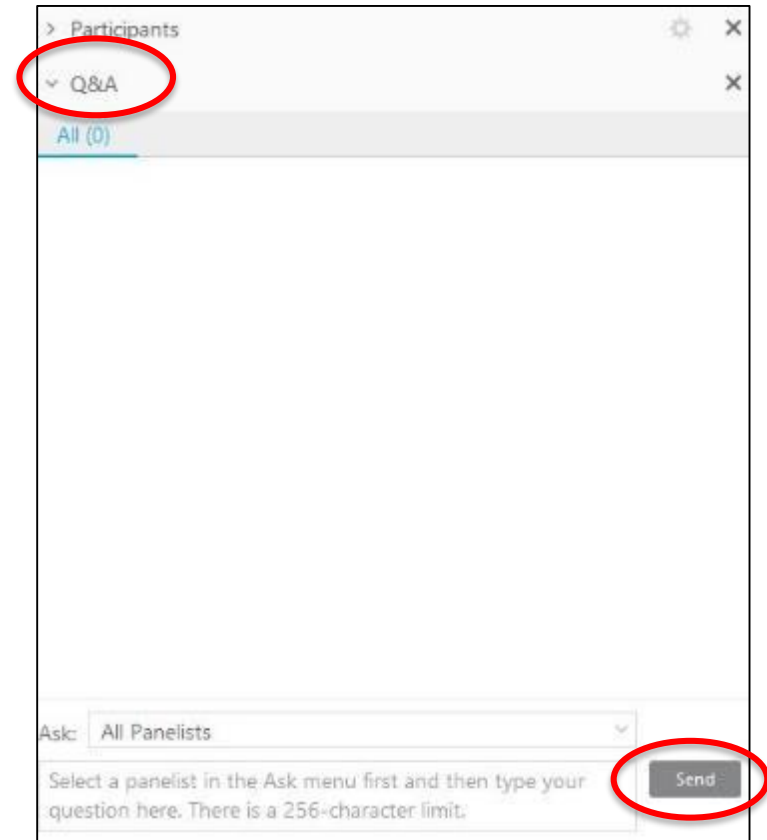
- If you are in full screen mode, you may return to the meeting room window by clicking the View Meeting Room button located at the bottom left corner of your screen.



Q&A Instructions

- Submit questions through Q&A dialogue box
- Box is located in lower right corner of screen
- Do not use the Chat Box
- Be specific
- You may submit your question at any time

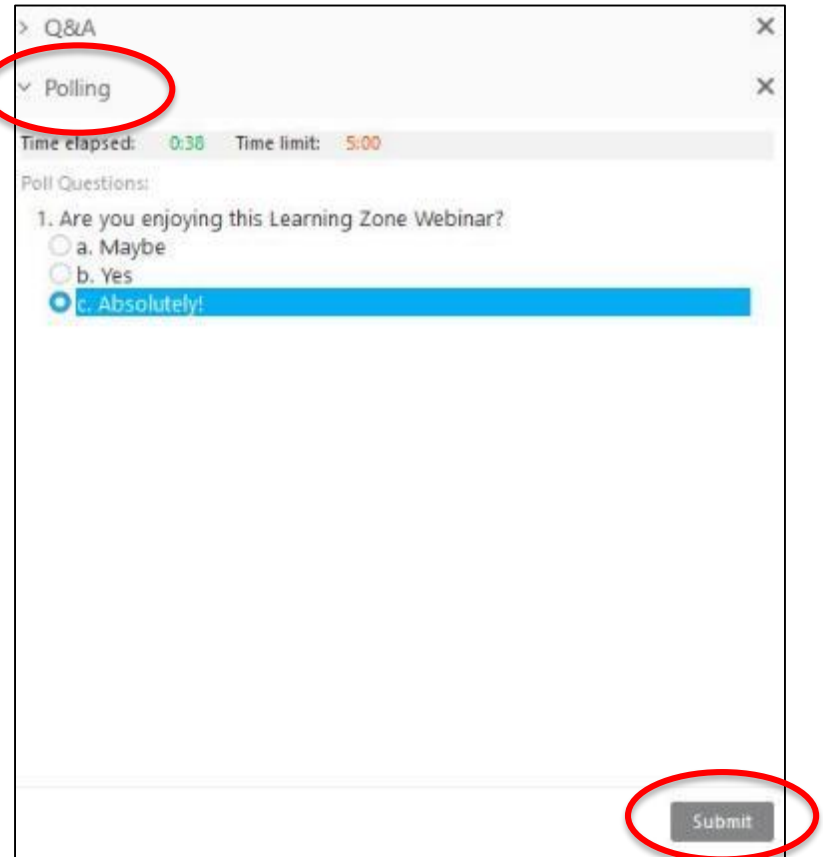
Q&A Dialogue Box:



Polling Instructions

- The Polling Box appears below Q&A Box
- Question will appear on slide and in the Poll Box
- Submit answer quickly
- Results will display in the same location

Polling Box:



The screenshot shows a 'Polling Box' interface. At the top, there are two tabs: '> Q&A' and 'v Polling'. The 'Polling' tab is selected and circled in red. Below the tabs, there is a progress bar showing 'Time elapsed: 0:38' and 'Time limit: 5:00'. The main content area is titled 'Poll Questions:' and contains a single question: '1. Are you enjoying this Learning Zone Webinar?'. There are three radio button options: 'a. Maybe', 'b. Yes', and 'c. Absolutely!'. The 'c. Absolutely!' option is selected and highlighted with a blue bar. At the bottom right of the box, there is a 'Submit' button, which is also circled in red.



CRP[®] and GMS[®] Certification

If you are a **CRP[®]** seeking CE credit for this webinar, you may utilize the CRP[®] credits management portal, available online under “My Account.”

The seminar ID is 15463.

(All (S)CRPs must apply for credit and submit the \$8 processing fee to receive CE credit)

If you are a **GMS[®]** seeking CE credit for this webinar, you must include the name/date of this webinar on your GMS[®] Renewal Application (at the time you apply for recertification).



Today's Presenters



Taryn Kramer

Vice President, Global Consulting Practice Leader
SIRVA Worldwide Relocation & Moving



Angela Chrz

Manager, Global Consulting
SIRVA Worldwide Relocation & Moving



What is an organizational change?

- Merger
- Acquisition
- Divestiture
- Outsourcing
- System implementation (e.g., HRIS)

Polling Question #1

Has your organization experienced an organizational change in the past year, are you in the middle of a transformation, or do you anticipate a change in the next year?

- A. Yes
- B. No
- C. Unsure

A Glimpse Ahead

About 68% of executives at US-headquartered corporations and 76% of leaders at domestic-based private equity firms say deal flow will increase in the next 12 months.

"The State of the Deal – M&A Trends 2018" - Deloitte

What We Know

1

All organizational change involves some element of risk

2

The mobile population of an organization may present some unique challenges during an organizational change

3

Early planning is critical

4

Multiple stakeholders will be impacted

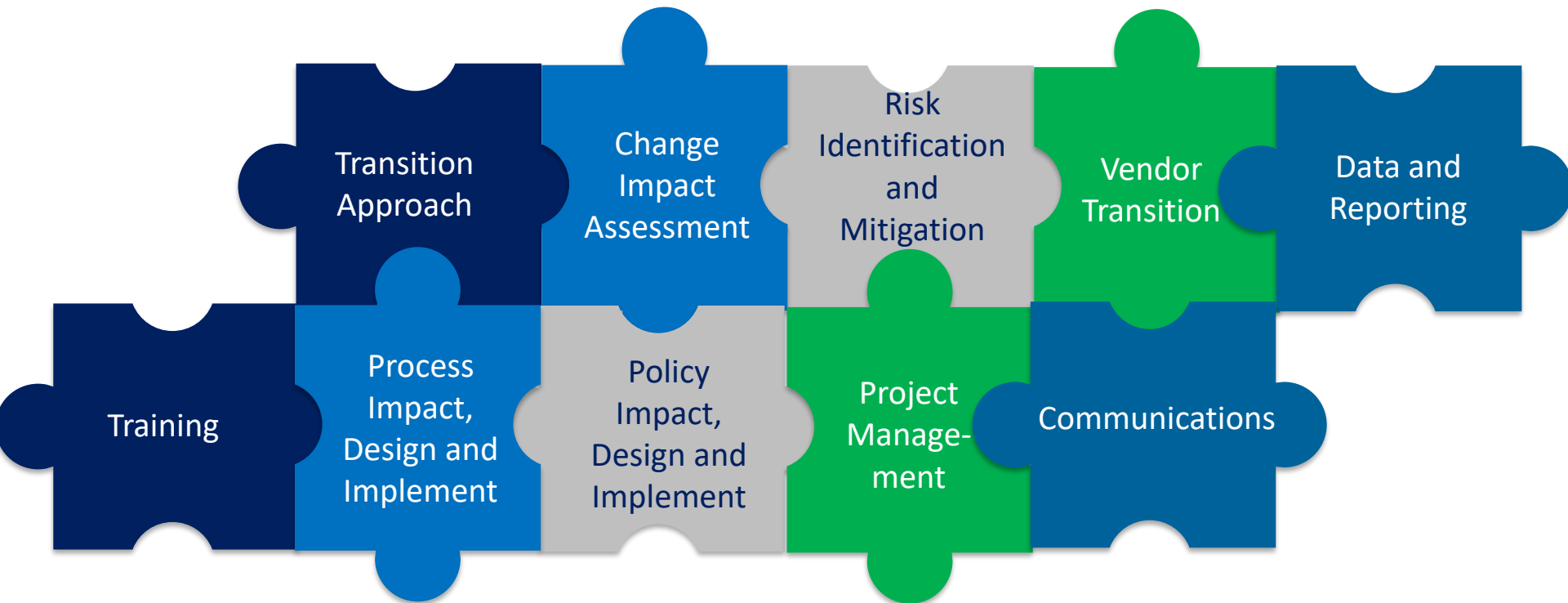
5

Change Management and Communications must be a focus area



A period of organizational change may be an ideal time for transforming a mobility program

Critical Components to Consider



Polling Question #2

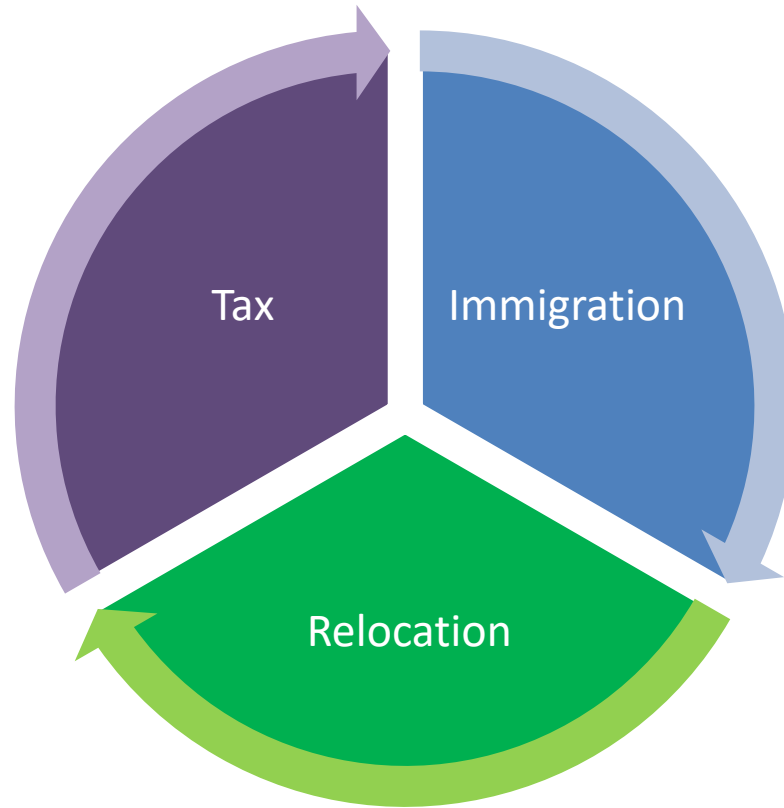
What is your role specific to mobility?

- A. Mobility Functional Lead/Team Member
- B. Corporate Internal Process Partner
- C. External Vendor/Partner

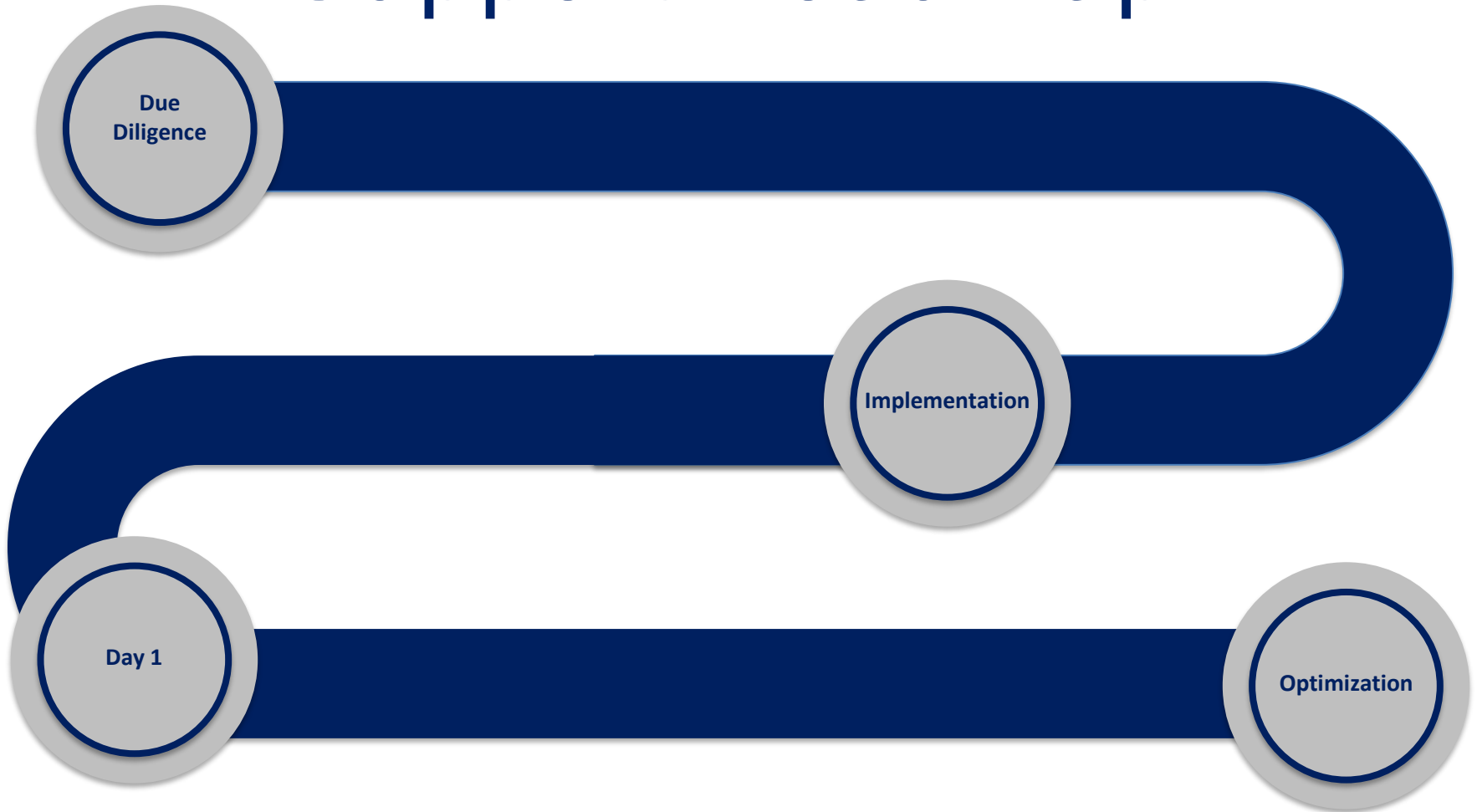
Mobility Lead and Team



Mobility Value Add

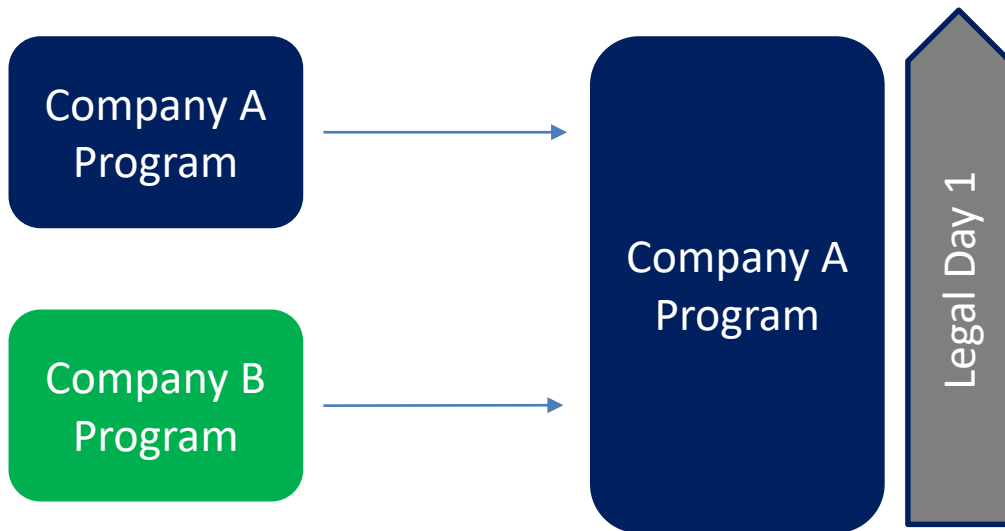


Support Roadmap



Scenario 1

- Company A purchases Company B
- Company B will adopt Company A's current program

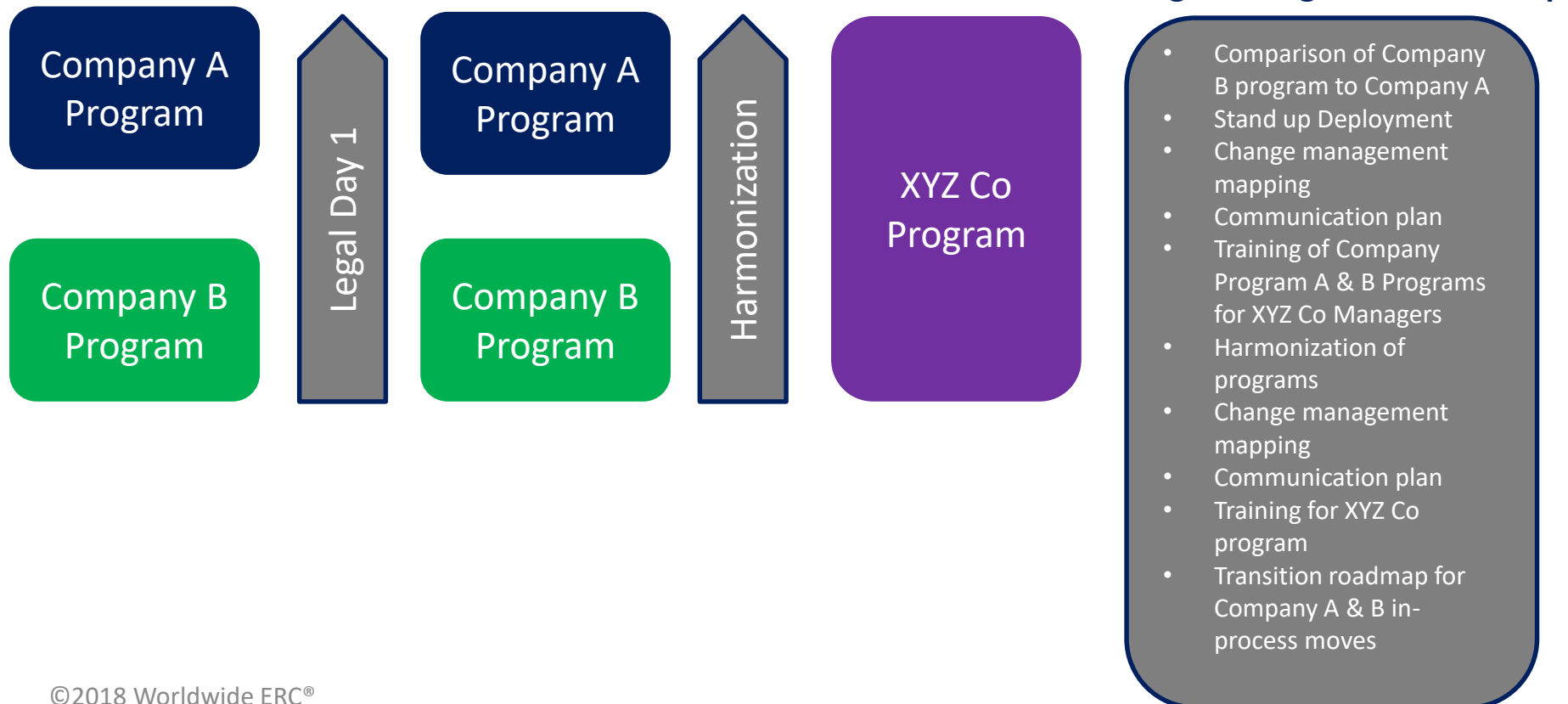


Change Management Roadmap

- Comparison of Company B program to Company A
- Change management mapping
- Communication plan
- Training of Company Program A for incoming Company B managers
- Transition roadmap for Company B in-process moves

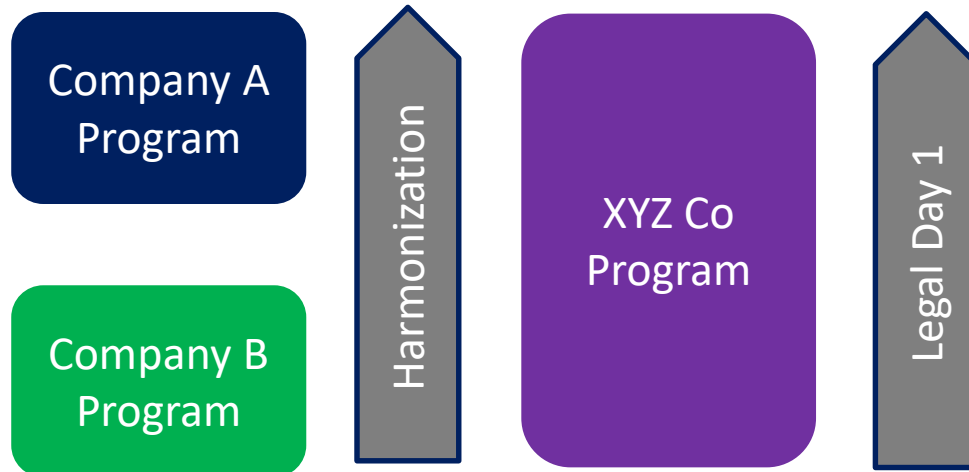
Scenario 2

- Company A merges with Company B to create XYZ Co
- At Legal Day 1 both companies program stand up on their own
- After Legal Day 1 Harmonization period where XYZ Co program is designed



Scenario 3

- Company A merges with Company B to create XYZ Co
- Harmonization of programs for Legal Day 1



Change Management Roadmap

- Comparison of Company B program to Company A
- Design of XYZ Co Program/harmonization
- Change management mapping
- Communication plan
- Training of XYZ Co program
- Transition roadmap for Company A & B in process moves

External Vendor/Partner



How to Engage

Getting started is hard!





WORLDWIDE ERC®
WEBINARS





WORLDWIDE ERC®
WEBINARS

Thank you for attending!

Visit the Worldwide ERC® web site at
www.worldwideERC.org, or contact
Worldwide ERC® for more information on these topics. +1.703.842.3400