

Merger Integration

“ The success or failure of an acquisition lies in the nuts and bolts of integration. ”

– HARVARD BUSINESS REVIEW (HBR)

>\$2 trillion
SPENT PER YEAR ON ACQUISITIONS

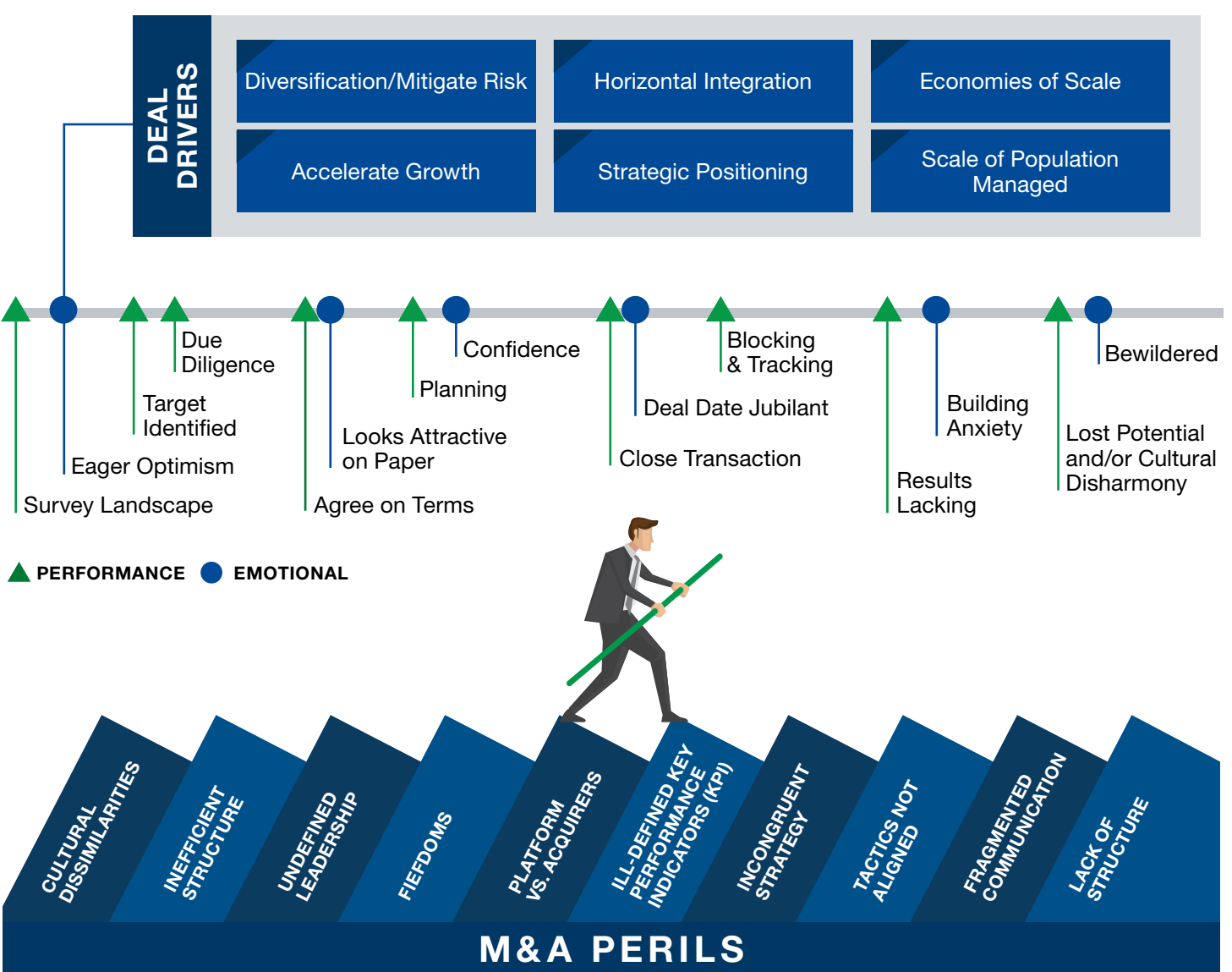
YET

70%-90%
OF ALL MERGERS/ACQUISITIONS
FAIL TO MEET OBJECTIVES (HBR)

WHY?

BECAUSE PURCHASE IS EASY...PERFORMANCE IS DIFFICULT.

M&A Perception Timeline



THE OPTIONS

Self-Directed Integration

- Integration experience may be lacking
- Must redeploy existing personnel
- Core productivity losses
- Trial and error
- Subjectivity
- Unknowns
- No established processes

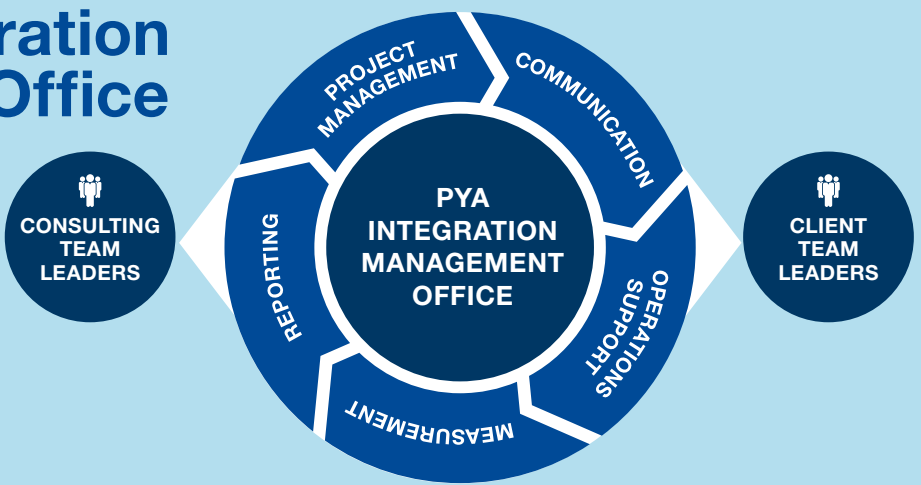
OR

PYA Integration Assistance

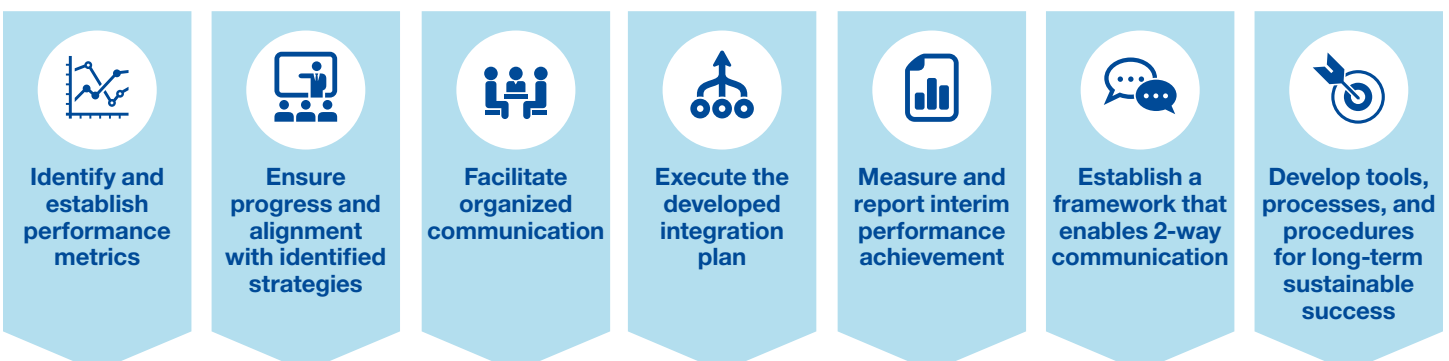
- Established methods
 - Expertise
 - Efficient
 - Experienced
- Cross-functional teams
- Objectivity – KPI measurement
- Scalable
- Best practices
- Project management office

The PYA Integration Management Office

The PYA Integration Management Office (IMO) is the center element of a coordinated hub-and-spokes approach and communication strategy. The IMO, through creative protocols and KPIs, is oriented to deliver organization, objectivity, and results.



PYA IMO OBJECTIVES



EXCEPTIONAL RESULTS

STRATEGIC PLANNING	LEADERSHIP DEVELOPMENT	FACILITIES REVIEW
REVENUE CYCLE	CHANGE MANAGEMENT	INTERIM STAFFING
TRAINING	SUPPLY CHAIN MANAGEMENT	HUMAN RESOURCES
ORGANIZATIONAL STRUCTURE ASSESSMENTS	MEDICAL STAFF RELATIONS	REGULATION/COMPLIANCE
CLINICAL OPERATIONS	FINANCIAL ANALYSIS	IT/SYSTEMS EVALUATION

“ The innovative affiliation agreement with HealthSpan and Summa Health did not follow the typical merger or acquisition model. The **PYA team understood the need to respect the unique culture** of HealthSpan, Mercy Health, and Summa Health while still **helping us achieve aggressive targets and drive results** in four key areas: supply chain, care management, revenue cycle, and productivity. We appreciate both the **technical expertise that PYA brought** to the project as well as their **ability to develop important, constructive relationships** with HealthSpan, Mercy Health, and Summa Health executives. ”

– BRIAN D. SMITH, EXECUTIVE VICE PRESIDENT, OPERATIONS, MERCY HEALTH

Want more information? Download our [Post Affiliation Integration White Paper](#).

