

# Optimize M&A Success: How a Global EOR Simplifies HR During Mergers & Acquisitions

THOUGHT LEADERSHIP



**GLOBAL  
EXPANSION**



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# 01

## ALIGNING YOUR TEAM FOR SUCCESS

To stay ahead, companies often join forces through mergers and acquisitions, pooling resources, and market strength. Though risky, these moves offer massive growth potential unmatched by organic development.

This practice has become a popular strategy, a [recent EY report revealed](#) that 79% of CEOs anticipate that there will be an increase in megadeals this year.

When implementing an M&A, most companies focus on financials. But success often depends on aligning the people, organizational, and cultural assets of the new entity. In the final analysis, HR can make or break an M&A.

That's why a Global EOR can drastically simplify HR administration during mergers and acquisitions—ultimately contributing to their success.



M&A



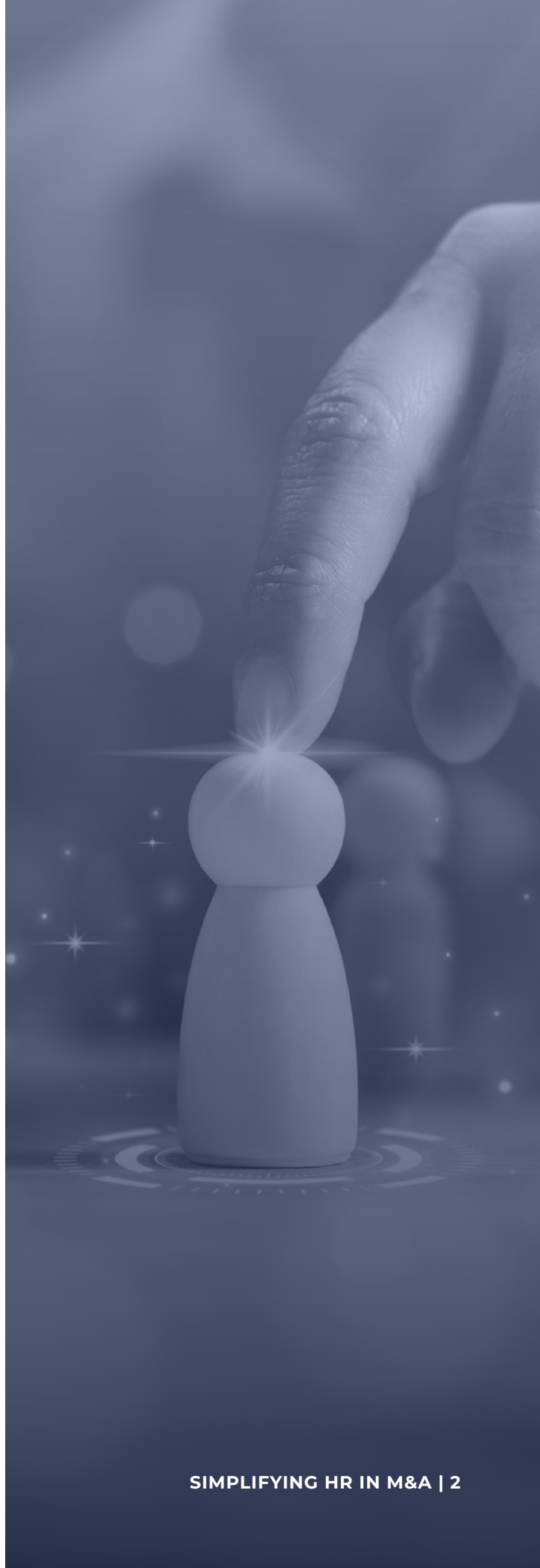
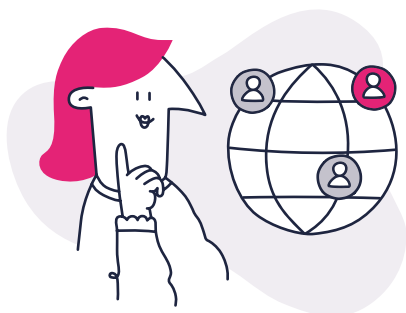
# 02

## WHAT IS A GLOBAL EOR?

A Global EOR enables companies to hire employees anywhere in the world quickly, compliantly, and without the burden of establishing a foreign legal entity.

It gives companies freedom from the need to have any legal ties with their international employees. That means the EOR bears all employment risks, hiring employees for you in any country you're expanding into and ensuring that all statutory requirements related to employment law are taken care of.

The EOR is also responsible for best practices and compliance around hiring, managing, and firing internationally, ensuring everything is done correctly.



# 03

## BENEFITS OF A GLOBAL EOR DURING MERGERS AND ACQUISITIONS

According to [Harvard Business Review](#), 70- 90% of all mergers and acquisitions fail, mainly due to HR issues. This is where a Global EOR comes in.

An EOR can help to manage HR risks by assisting with the identification, vetting, streamlining, and integration of the two organizations to increase employee retention.



### Identification and Vetting

A Global EOR is an effective way to identify and vet leadership teams, compliance issues, and company cultures. These priorities often fall by the wayside, but they play a significant role in valuing a company.

**The EOR can also analyze other critical HR elements, including:**



Training programs



Paid time-off policies



Payroll administration



Job titles and reporting structure



Employee onboarding and offboarding



Employment contracts and agreements



Performance evaluations and incentive programs

## Simplification and Streamlining

Transitional services agreements (TSAs) are common when it comes to M&As. They are used in situations where the buyer does not have the systems or management in place to absorb the acquisition, and the seller can offer them for a fee. These services can include IT, accounting, finance, and other relevant infrastructure needs.

While TSAs are common, they can present challenges for both buyers and sellers. That's where a Global EOR can come in to streamline the process.

An EOR lets companies complete the transaction without a TSA and offers a low-risk alternative to using the seller's existing payroll through a TSA.

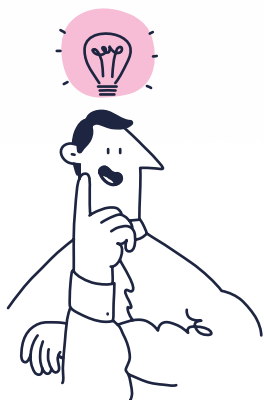
## Integration and Retention

Integrating the two organizations and retaining staff during mergers and acquisitions can be challenging. With a Global EOR, global companies can transition their key personnel while maintaining productivity and growth.

The EOR switches the new employees to your existing infrastructure, leaving you free to focus on essential things like running your business. Throughout the process, the EOR will help you inform the new employees of your existing policies, or it can help to update them if needed.

The EOR can also help you define a process for ongoing communication between the two leadership teams to build rapport and alignment.

Through effective planning and clear communication, many risks are mitigated to improve employee retention.



# 04

## FAST TRACK YOUR GROWTH

While your focus may be on the financial and legal details of the merger or acquisition, don't forget the [human side of the equation](#).

A Global EOR can ensure compliance with labor laws and regulations in various regions. They handle payroll, tax withholding, and benefits administration, ensuring a seamless transition for employees affected by the M&A.

By spending time ensuring policies, procedures, and technology are efficiently integrated through a Global EOR, you will be a step ahead of your competitors.





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