

Organisational Healthcheck for Human Due Diligence

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Bath Consultancy Group
11 Kelso Place, Upper Bristol Road,
Bath BA1 3AU
Main Office: +44 (0)1225 520866
Email: office@bathconsultancygroup.com

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In our experience, the focus on structures and processes often means that the human side is often overlooked during Due Diligence. We have developed a Human Due Diligence Organisational Healthcheck so that executives and HR can assess whether they are doing enough. The health check is based on several years of documented research and links directly with a model for ensuring success. Below is a sample of the questionnaire:

Needs	0	1	2	3	4	5
1. The intended benefits of the merger/acquisition are being carried in compelling visions of the future						
2. The inevitable losses (in status, identity, stability, familiar ways of working etc) that occur with any change are openly acknowledged						
3. Decision to merge/acquire is widely and deeply owned						
4. Leadership/management is competent and experienced in handling large scale mergers/acquisitions						
5. HR is well positioned strategically to ensure cultural/human due diligence						
6. HR is not just developing structures and procedures but also has strategies for retaining key talent						
7. Culture clash risks are clearly identified and being given the attention they deserve						
8. There is a clear line of sight between strategy, leadership behaviours, service or product brand, and the customer experience						
9. The potential unintended effects of merger on customers, staff, suppliers have been identified and thought through						
10. There is a model of culture that is well understood in both organisations						
11. There is a clear communication strategy and an understanding of how this will affect the key players who are the vital to success						
12. There is a clear understanding of the inter relationship between the financial, structural, operational and cultural dimensions of the merger						