Organisations that are utilising Jive as the collaboration hub for communication and employee engagement see significant benefits. Here’s just a few of the wide range of benefits we see:

- **Increase in project collaboration and productivity**: 37%
- **Increase in executive communication**: 29%
- **Increase in employee connections**: 34%
- **Reduction in onboarding time**: 25%
- **Decrease in time to find information and experts**: 25%
- **Decrease in time to consume far too much distraction from core business to the detriment of productivity, revenue and customers**: 32%
- **Reduction in attrition (retention of talent)**: 32%
- **Reduction in onboarding time**: 33%
- **Decrease in time to find information and experts**: 34%
- **Increase in ideas generated within the company**: 32%
- **Decrease in days generated within the company**: 32%
- **Increase in employee connections**: 34%
- **Reduction in onboarding time**: 25%
- **Decrease in time to find information and experts**: 25%

The Jive effect

Jive is the leading provider of modern communication and collaboration solutions. We help organisations to unite cultures, attract and retain talent, break down geographic and departmental 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

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**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 failure to implement appropriate organisational structure
- **25%** Cited leadership infighting and/or buy-in
- **32%** Cited failure to manage cultural integration issues

**Where it all goes wrong**

According to consolidated research and a Harvard Business Review study, between 70% and 90% of mergers and acquisitions fail.

**How Jive bridges the cultural divide**

During mergers and acquisitions

- **Cultural assimilation**
  - Defining the culture of the merged organisation, communicating this, and enabling cultural transformation.
- **Strategic alignment**
  - Ensuring clarity around the strategy of the merged organisation and through communication and collaboration ensuring buy-in.
- **Fostering collaboration**
  - Connecting everyone across the merged entity, enabling them to contribute to new organisational culture.
- **Communicating change**
  - Creating a communication channel that bridges disparate locations, geographies and organisational structures that drives employee engagement in change.

**The people impact on M&A**

- **Lack of leadership**
- **Lack of collaboration**
- **Lack of communication**

**Interaction**

Interpersonal issues related to lack of motivation and time, distracting people from contributing to the success of the merged organisation and who customers.

**Detention**

Detrimental issues related to hasty decisions, reduced engagement and uncertainty, an issue of how open, real and transparent it was and how people were perceived and received in the organisation.

**Attrition**

Attrition issues related to hasty decisions, reduced engagement and wavering loyalty.

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