

# DD Consulting

## About Us

**DD** Consulting

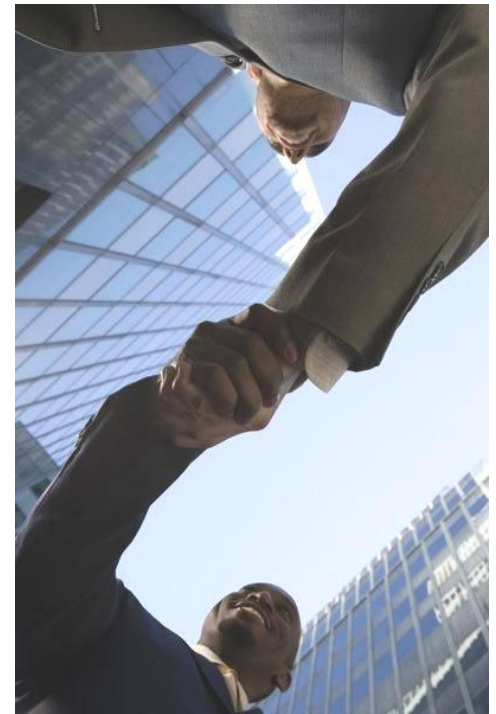
M&A Integration and Separation specialists

[www.integrationandseparation.com](http://www.integrationandseparation.com)

# About us

If you are considering or actively merging, integrating or separating businesses or departments then DD Consulting can help you prepare for and manage your change programme

- We are a niche consultancy specialising in M&A advisory services. We can support you with everything from training and capability assessments through to setting up and managing your integration or separation programme
- We are one of the only consultancies in the UK dedicated to merger and acquisition programmes
- With top Firm consultancy backgrounds, our team brings a richness of knowledge, skills and experiences
- We work alongside you in small, highly experienced teams, focusing on transferring the benefits of our skills and experiences over to you
- We work across industries with listed and privately owned businesses, as well as in the public sector and not-for-profit
- We have a global network of over 500 experienced M&A associates



# Our Services

- The services we offer are centred around our extensive experience of **M&A programme delivery** because the benefits of successful acquisitions (synergies and value-creation) must be delivered through structured integration programmes
- We support you **throughout and in-between** your acquisitions and divestitures to help ensure that:
  - Your transition team are trained and ready
  - You improve acquisition decision making
  - You set up and manage the programme
  - There's minimal business disruption at Day 1
  - Prioritised projects are well planned
  - Synergies are identified and delivered
- Our **global network** of associates allows us to deliver these services in most countries



# Why work with us?

## Our clients have said they engaged with us because ...

- ... they need advice and support from someone who's seen and done many integrations / separations themselves
- ... they have enough internal change management resources but not enough M&A experience
- ... they were thinking of trying to manage the entire integration internally
- ... they need the M&A programme tools, methods and experience, but not the small army of people
- ... they recognise that we are top tier consultants delivering much better value than other consultancies
- ... They wanted independent reviews of their programme or primary consultancy
- ... they don't normally like working with consultants

- **We focus on what we are famous for – M&A.** We have supported dozens of clients through mergers, acquisitions and divestitures over the last 20 years, we write books and articles on M&A, we lecture at top business schools and we run training courses. We really know M&A.
- We deliver **greater value** by bringing with us the skills and experiences of the top advisory firms at more competitive rates (we eliminate unnecessary overheads like a fancy London office), only providing value-adding services and resources you cannot supply internally and, as a small consultancy, we are very flexible to your requirements
- Each of our consultants bring the **experience, knowledge and skills** from managing and supporting previous M&A programmes – we don't leverage junior resources without relevant experience
- DD Consulting has a library of **tools, templates, checklists and methods**, which have been created and refined through years of engagements. We will share these with you and work with you to get the benefit out of them
- We will bring an outside and objective view to your board or management team, free from agendas, incentives or bias. We're also not trying to sell any other services to you so we're truly **independent**

# Our Partners



**Danny A. Davis**  
**Partner**

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Danny has helped plan and run some of the largest mergers and de-mergers in the world, including the European side of the BP-Castrol merger with 180 projects across 30 countries and across all functional work streams.

Danny is Programme Director of M&A at Henley Business School, and a guest speaker on Strategy and M&A / JV MBA courses (run by Phanish Puranam) at London Business School. He was a Non-Exec Director on the Board of the Chartered Management Institute and Chaired the Marketing and Policy Committee, currently on their "Expert Panel"

He runs an M&A integration networking dinner for senior business leaders and recently Chaired and spoke at the Global M&A Integration Conference, and spoke at the Financial Transformation Conference in Spain. He is currently under contract to write the book "M&A Integration Success". Danny has been recently published by BCS (British Computer Society) and CFO Europe, and was interviewed by CIMA Magazine.



**Andrew Scola**  
**Partner**

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Andrew is an expert in merger and acquisition programmes. Having previously worked for a decade within PwC and Deloitte, Andrew has supported deals such as Jaguar LandRover's sale (by Ford) to Tata, J&J's acquisition of Pfizer Consumer Healthcare, Britannia Building Society's acquisition and re-mutualisation of Bristol & West, Kraft's acquisition of Danone's Biscuit division and the Travelport-Worldspan merger. Recent roles include Separation Manager for the global separation of Skype from eBay to a PE-led consortium, across all countries and business areas.

As Head of Post-Acquisition Integration for a global healthcare company, Andrew was responsible for designing the methodology and owning the planning and integration activities across the organisation.

His consulting experience also extended to supporting clients with due diligence, programme leadership, cost reduction, outsourcing, offshoring, shared services, strategy and governance.

# Our Experience

## European Merger Integration

### Oil & Gas

- DD Consulting planned and implemented all aspects of \$6bn merger across 30 European countries
- We set up, managed and successfully delivered a full integration across all business areas. Scope included all internal and external processes: sales & marketing restructure, IT migration, EPR migrations, back office integration followed by outsourcing, legal entity restructuring, supply chain consolidation and office moves
- Managed the \$101m programme budget, 160 projects, 6 Programme Managers and 45 Project Managers.
- Post merger integration synergies delivered \$41m of savings across 30 countries
- Business cases for projects ensured correct P&L and cash flow management throughout the 3 year merger

## Global Separation

### Technology

- DD Consulting setup and managed the global separation of a leading technology / media company from the US parent company for the majority sale (\$2.75bn) to a Private Equity-led consortium.
- Ran the separation programme with 30 internal and 20 external staff, across all countries and business areas, from announcement throughout the TSA period. Programme budget was \$15m
- Separation included intensive pre-close planning and preparation across 10 work streams, contract novation, tax, treasury and insurance function setup, Day 1 preparation activities, communications, etc
- Post-close activities were rolled into 30+ specific projects, including new Finance ERP system, comprehensive new HR systems, business area build-out in previously integrated departments, Board of Directors setup, equity management, IT infrastructure separation, email, security, multiple office moves, etc

## Post Merger Integration

### Media

- £400m acquisition for a £1.6bn company
- We created an integration plan for the Finance back office (Shares Service organisation), followed by a comprehensive plan for the Integration of the Finance function across the new company.
- Additional complexity involved the retroactive integration of 6 previous acquisitions that had not been fully integrated
- We were then asked to plan the integration across the whole business for HR, IT, etc.
- We managed the mobilisation of this plan and oversaw it through the first stages of integration.
- We then set up internal programme management teams, governance and targets, and handed over to a team of internal resourced people, within the client.

# Our Experience

## M&A Integration Training

### Telcoms

- Major Telcom company asked London Business School for a Post Merger Integration expert during a \$13.4bn merger, and introduced to DD Consulting.
- We delivered a Post Merger Integration workshop to the CIS regional CEO and 30 internal CEOs and Country Heads. Training focused on M&A integration principles and practices.

## Integration Planning & Training

### Manufacturing

- Before signing the SPA on a new acquisition, this global manufacturing company asked us to review their Integration Plan, and resourcing requirements.
- Subsequently asked to attend Management conference to provide a bespoke training course on M&A Integration to their European Senior Leadership Team.

## Marketing & Comms Integration

### Semiconductor

- Part of the planning and delivery team of 15 to run a three way merger creating a new \$1.5bn turnover entity across 60 countries
- We planned the Marketing aspects of the merger across Europe and then implemented these
- We planned and implemented the global Communications Strategy for the internal stakeholders

## Major HR Transformation

### Oil & Gas

- We sat on the Programme Board of a \$525m spend HR Transformation programme
- Delivered the HR Transformation programme to the corporate and functions – 25 functions globally with 12,500 people
- These functions included HR, IT, Finance, M&A, Sales & Marketing, Distribution, Manufacturing, Health Safety Security & Environment, Communications, Investor Relations, Strategy, Legal, Property
- The objective of the programme was review all aspects of HR and how it affected the organisation globally (across 120 countries and 110,000 employees through all businesses of a \$300bn turnover company)



# DD Consulting

For more information, please visit...

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