

Business Challenge

Our Customer is one of the Top Engineering Services Company in India.

When our Customer decided to acquire and merge another company, there was a need for IT transformation of both the companies

Some of the challenges faced are

- Starting from domain, applications, processes , projects, methodologies, Systems , policies, pay scales all were varying
- Change was frightening for both Company Employees and to handle the merger with least impact was a great challenge

Our Solution

We had been involved only in the IT part of the entire M&A process. Specifically to provide solutions to integrate the applications,

An M&A governing body was formed and the body after discussion with all stakeholders decided to go with the processes , domain, applications , policies of the buying (Parent) company.

Once the major decision was made , we were invited to fix a specific issue of integrating Applications

We did a complete study on the list of applications in both companies and came with a Study report of

*List of all applications and their Business purposes and functionality

* Shortlisting mandatory applications on both sides

* In case of similar functionality applications, deciding on one among the two applications

From the study report 3 scenarios arrived

Applications that serve similar functionality in both companies and hence need to be merged	Applications that serve different functionality in both companies and are needed	Applications that serve different functionality in both companies and are nice-to-have
In this case, feature lists of both the applications were compared	Scope of the application for both companies was verified. 1. If the application was needed for both the companies then provision for adding the other company employees were looked through	Nice to have applications were moved to Phase-2 of M&A
Most suited application among the two was taken as the decided application and missing features were added	Where it was possible, there the application was extended for the other company too and fresh transactions started	
Study for migrating the other application data was done. For cases, where application data was similar and able to be migrated, data transformation and migration was done. Operations was started for both the companies without losing the historical data	If provision for extension is not available then destiny Application was taken for Modification After that the application was extended with other company details	

For cases, where application data was drastically different , it was decided to go fresh with employees of the other Company	2.The other case is, the application was internal to a BU and hence continued to be used only by one company	
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During this activity, extensive study was made to understand each of the Application, its relevance, its features etc.. Many applications were modified, new features added and some applications dropped.

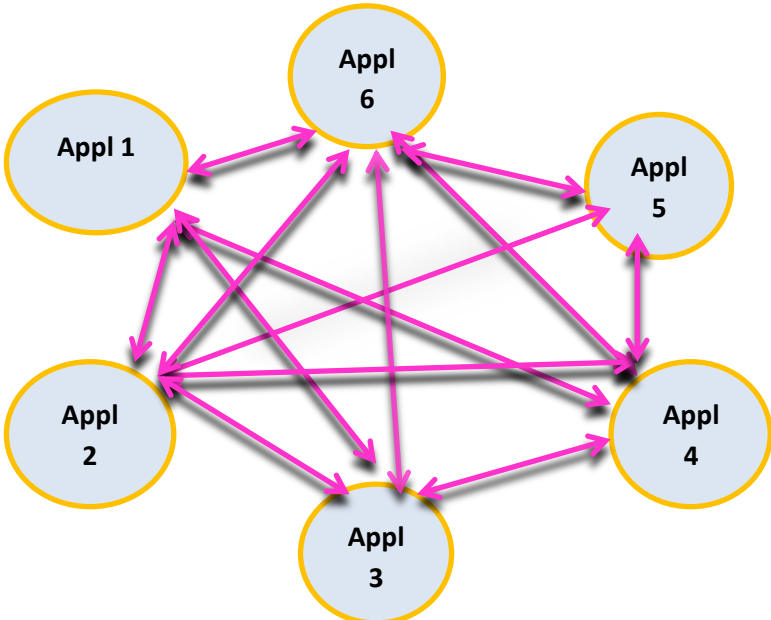
Features

We were involved only in home grown applications management and integration and not in ERP / CRM integration

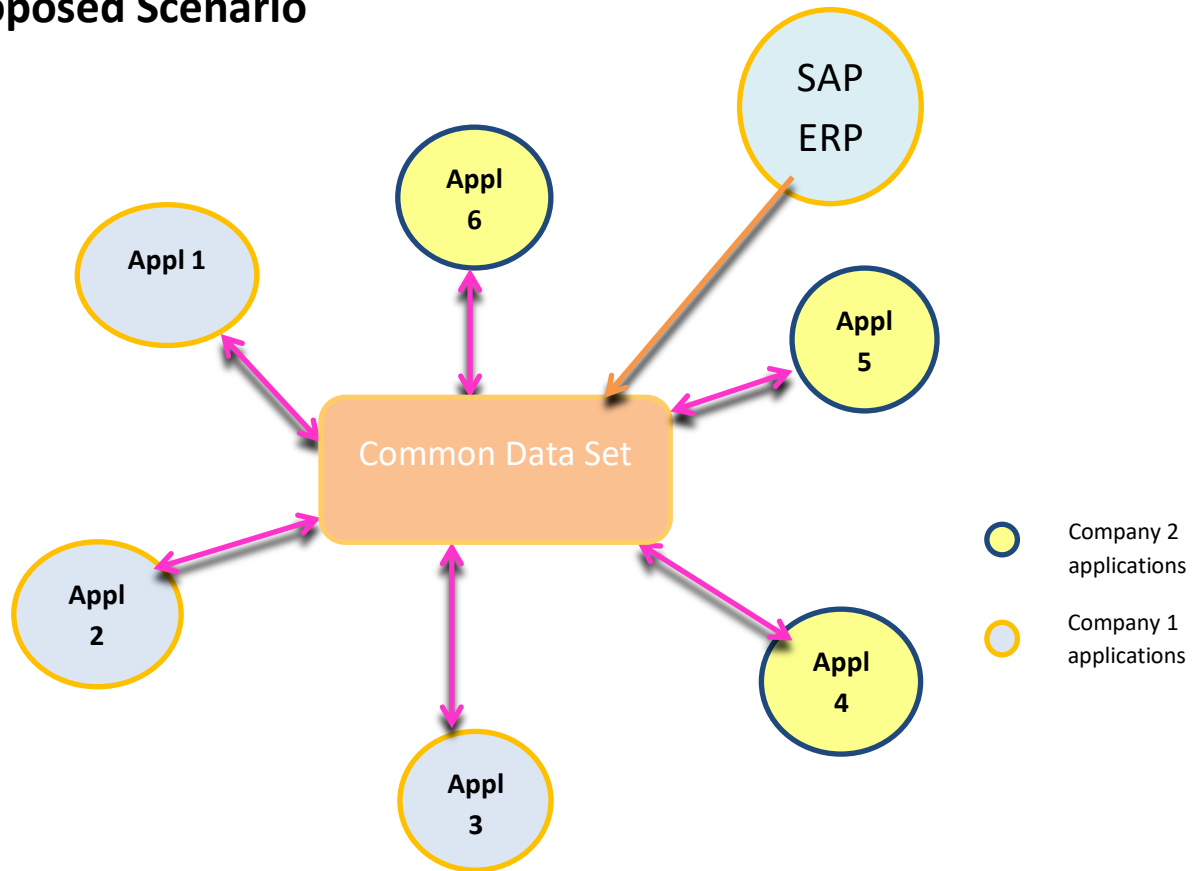
We interacted with each of the Application team and listed out the changes and ensured all integrations issues were handled.

We ensured a common and standard data set was designed and updated every day from which all Applications took Employee Personal details, Project details, Location, Costcode and other operational details.

Initial Scenario



Proposed Scenario



Benefits

- Standardization of Data
- Standardization of Application integration
- Seamless Integration
- Seamless Business Continuity
- Standardization of Process - for both companies
- Integrated Systems