
SERVICE OVERVIEW

M&A Post-Purchase Integration

The deal closes on day one. The real work starts on day two. An embedded post-acquisition integration program built for operating businesses, keeping the operation running while two systems, two cultures, and two sets of processes become one.

12+ Months

Structured in 4 phases, pre-close to optimize

Embedded

Both sites, not managed from a distance

PMO

We own the program, you own the operation

EXECUTIVE SUMMARY

Integration without disruption

M&A Post-Purchase Integration is an embedded program in which Three Ventures stands up and runs the integration program management office while your leadership runs the business. Every decision is filtered through one question: does this protect the operation? We manage systems consolidation, process standardization, workforce and culture alignment, and synergy tracking against the investment model, at the speed the business can absorb. The program spans pre-close readiness through stabilization, integration, and optimization, with weekly steering governance and board-level reporting throughout.

PROBLEM STATEMENT

Continuity is the first priority

These integrations fail when operational continuity is not the first priority. The pressure to realize synergies fast creates shortcuts that cost more than the synergies are worth.

Synergy pressure vs. operational reality

Investors want synergies realized in year one. Operations need 12 to 18 months of stability before a major systems migration. These two clocks do not sync without active management.

Key operators leave at close

The people who know how the operation actually runs make their decisions in the first 90 days. Retention starts before day one.

Systems consolidation mid-operation

Consolidating to the acquirer's core systems while the operation is running is one of the hardest things in business. It requires a dedicated program, not a project team.

Two workforce cultures that don't mix easily

In these industries, culture is physical: it happens in the warehouse, on the site, on the road. It requires deliberate management or it becomes an attrition problem.

WHY THIS SERVICE EXISTS

Why a dedicated integration program exists

Most post-acquisition value is created or destroyed in the first 12 months, and the majority of acquisitions that miss their projected synergies fail on integration execution, not on strategy. What gets done in the first 100 days sets the trajectory for the whole integration. A dedicated program management office gives the integration the organizational weight it needs while your leadership stays focused on running the business.

60%

of acquisitions fail to achieve projected synergies due to integration execution failure

Day 100

what gets done in the first 100 days sets the trajectory for the whole integration

2×

better synergy realization for integrations run with a dedicated PMO

OUR APPROACH

Four phases built around continuity

1
Day 1 Readiness
PRE-CLOSE

Integration planning, an operational continuity plan, communication strategy, quick-win identification, and key talent retention planning. We start before the deal closes.

2
Stabilize
MONTHS 1-3

Keep the operation running, retain key people, secure critical systems, establish the steering cadence, and deliver early wins that build confidence in the integration.

3
Integrate
MONTHS 4-9

Core systems consolidation, process standardization, workforce culture alignment, technology rationalization, and synergy tracking against the model.

4
Optimize
MONTHS 10+

Synergy realization validation, capability uplift, performance improvement initiatives, program governance wind-down, and knowledge transfer to your internal team.

ENGAGEMENT TIMEFRAME

From pre-close to optimized

12+ Months

Structured in four phases

Format	Embedded, both sites
Governance	Weekly steering cadence
Scoping	Tied to deal close
Start Date	Pre-close preferred

ABOUT US

About Three Ventures

Three Ventures Technology, Inc. is an independent, outcome-driven consultancy built on data work since 2012. We serve the backbone of the economy: manufacturing, logistics and distribution, construction, supply chain, energy, field services, unions and the trades, and agriculture. We work in partnership with operators, embedded in the operation and accountable to your outcomes, never to a software vendor's agenda. From AI readiness and data governance to fractional technology leadership and M&A support, every engagement is designed to leave your organization stronger and able to sustain the work without us.

CONTACT
Mike Glover

Managing Partner and President

Three Ventures Technology, Inc.

threeventures.com

Frisco, TX · Roseville, CA

Ready to build an integration that actually works?

The best time to start is before the deal closes. Let's talk about your timeline and what you are integrating. Visit threeventures.com to get started.

SCHEDULE A DISCOVERY CALL