TD 3

Merger and Unit Integration Issues

As a leader/manager, one circumstance you may encounter is the necessity to integrate or merge two organizational units. This can be a very stressful period where, if not properly managed, a good deal of tension and/or conflict can arise… often leading to decreased organizational performance. Consider that seniors have dictated that your, and another manager’s units must merge over a period of the next 3 months. You are to be the leader of the newly merged group, though the previous manager will remain on staff. Your new boss-to-be asked you to immediately submit a merger plan.

1. What are the arrays of issues/challenges/opportunities you face?
2. What are the key elements of your plan?
3. If you have previously been involved in an actual unit merger, please feel free to share the organizational dynamics you experienced as well as any lessons learned.