



Retention through Merger and Acquisition

Coaching Objective

Neil was a recently appointed IT Director in a large organization. The search firm recruiting him had spent six months courting him and getting him into the role. Within weeks of him joining his new organization a potential merger was announced with one of their competitors. The coaching objective was to keep Neil in the business.

Coaching Process

Neil and his coach met initially to discuss the value of the coaching. Neil was somewhat reticent to be involved, having just joined the organization and feeling particularly vulnerable in terms of “what next” and “what had he joined.” He had already moved his family from one end of the country to the other to take up this role and may or may not have joined if he had realised a potential merger was on the cards.

Neil and his coach worked through the options in a very open, independent way. The coaching was positioned as being independent to the organization to give Neil an absolutely clear, honest assessment of where he was. Neil, after two or three meetings, decided that the coaching was really beginning to add some value, in the context of an independent sounding board in a time of major turbulence.

He and his coach worked on through how best to evaluate the situation they were in, setting goals, objectives and milestones to be reached within certain timeframes. In essence, Neil decided to give the organization a chance. He knew he was highly marketable and valuable but he was prepared to try things. That process lasted between six and nine months.

Coaching Outcomes

Today Neil is the Chief Executive of the Internet Bank owned by the parent company. He has been highly successful and will regard it as a key career move.

