



## **Our Business Proposition**

- We focus on improving the performance and value of post-transaction acquisitions.
- We help companies unlock the strategic potential by translating the strategic to the executable within the unique environment of acquisitions.
- Our approach centers around, defining strategy, quantifying objectives, aligning goals, and creating a committed, productive workforce.

## **Our Unique Point of View**

- Unlike some firms that suggest the answer is in cultural integration or systems integration, we believe that our customer focused value chain succeeds in unlocking the strategic value intended when the deal was done.
- Our programs and processes are designed to engage employees in the establishment of new strategic objectives, goals and action plans.
- Working with your management team we can help them understand the unique forces (anti-synergies) inherent in an acquisition that distract, demoralize, and fractionalize the leadership and employees of the acquired company. We offer specific actionable plans to dissolve and counteract these forces.

## **Our Objectivity**

- Objective and balanced – not part of existing systems, no career agendas.
- Quickly uncovers the obstacles to success hidden during due diligence.
- Strengthens and extends the existing management and HR resources.
- Our only commitment is to strategic success of the new joined enterprise.

## **Our Experience**

- M&A across a broad range of functions, industries and geographies.
- As buyer, seller, consultant, integration manager, negotiator, and operations manager.
- Industries: high technology, manufacturing, professional services, environmental, health care.
- US, Canada, Western Europe, Australia, India

## **Contact:**

  
Bay Colony Corporate Center  
1050 Winter Street, Suite 1000  
Waltham, MA 02451  
(+1) 781-839-7070  
[www.acquisitionworks.com](http://www.acquisitionworks.com)

## The Team: Partners

### Dennis Fitzgerald, Managing Partner

- As VP HR for Ericsson Data Networks, Dennis helped grow a data communication business from \$0 to over \$775M revenues in three years through acquisitions.
- Functioned as an integration manager, negotiation leader, and due diligence participant in numerous acquisitions throughout the US, Europe, India and Australia.
- MBA, Northeastern University's Executive MBA Program.

### Steve Abbey

- As a General Manager and VP of Sales and Marketing, Steve has been on both the buy and sell side of acquisitions. For two companies, he has negotiated their sale and stayed on in a leadership role through the integration process.
- Industry experience includes high technology manufacturing including significant roles in business development, sales and marketing and general management with Kodak and Polaroid.
- BS in Interdisciplinary Engineering and Management, Clarkson University.

### Jonathan Lane

- As an established consultant in organizational effectiveness and leadership for many Fortune 500 companies, Jon has consulted on numerous acquisition and merger situations.
- As VP of HR for Data General, Jon helped the organization transition from an entrepreneurial company to a Fortune 1000 company.
- BA Boston University, Executive Programs at Babson, Columbia and the University of Michigan.

### Steve Mamarchev

- As a consultant, Steve has applied his research and diagnostic tools toward helping acquired companies develop customer oriented cultures within their employee and leadership ranks.
- As SVP and Managing Director of Research Dimensions International, he provided market analysis and research utilizing a complete spectrum of diagnostic and analytical tools for a wide variety of client industries.
- BA Harvard University, MBA Stanford University.

### Dave Remillard

- As CIO for 4 publicly traded companies Dave has brought state of the art technologies to enable improved business processes and strategic decision making.
- As a consultant he has focused on architectural design, knowledge management, collaboration and work flow processes.
- BSBA Whittemore School of Business, University of New Hampshire.

## Affiliates, world class specialists in the acquisition process

### Dr. Anthony Buono

- Professor, Bentley College and co-author of "*The Human Side of Mergers and Acquisitions*".

### Sheila Hofmann

- Executive, management and board of directors Compensation consultant since 1990

### Dr. Ken Kerber

- Organizational Development consultant with extensive acquisition experience.

### Roger Sobkowiak

- Organizational and Executive Assessment consultant who has consulted to over 50 mergers, acquisitions, start-ups and spin-offs.

Our consultants have worked with the following clients:

