

# Driving Long-Term Value Through a People-Centered, Execution-Focused Approach to M&A Integration

## BACKGROUND

A leading biopharmaceutical company, with a workforce of over 25,000 employees worldwide, sought to expand its product pipeline and strengthen its presence in key global markets. To achieve this, the company acquired a mid-sized pharmaceutical company specializing in innovative treatments for rare, autoimmune, and inflammatory diseases across the U.S. and Europe, valued at over \$25 billion. Recognizing that this was a complex, multi-year program, leadership understood that integration success depended not only on aligning systems and processes but also on how effectively their teams could adapt, collaborate, and embrace change. To navigate this critical integration, they partnered with Syner-G Biopharma Group to implement a strategic, people-focused, and execution-driven approach, emphasizing long-term engagement and organizational alignment.

## SCOPE

The integration spanned all core IT capabilities, while partnering with business functions including R&D, operations, commercial, and G&A, bringing significant operational complexity. Beyond technical and regulatory considerations, the company needed to foster alignment and trust across diverse teams and manage organizational change effectively.

### Key areas of focus also included

systems integration, cybersecurity, collaboration tools, business continuity, and infrastructure development throughout the integration lifecycle.

Success hinged on supporting employees, empowering leaders, and creating a unified culture—making clear communication, proactive change management, and a structured, organization-wide approach essential.

## SOLUTION & APPROACH

Syner-G's team developed a comprehensive governance framework built on collaboration, accountability, and stakeholder engagement. This process involved forming a steering committee, establishing a dedicated PMO, and developing various specialized and targeted workstreams to address areas of complexity. It also included collaboration with business units such as R&D, operations, commercial, customer service, global infrastructure, cybersecurity, supply chain, engineering, and quality. Additionally, a value-driven, prioritized end-to-end plan was developed.

Recognizing that every element of change impacts people, the team prioritized a user-centric approach to systems integration—developing practical, long-term enablement strategies that supported employee adaptation and growth. They emphasized the importance of detailed technical mapping and milestone planning—covering pre-deal activities, Day 1 readiness, the first 100 days, full system integration, and program exit—to ensure both operational and cultural alignment. Throughout the process, transparency, stakeholder involvement, and continuous communication fostered trust, minimized disruption, and reinforced a shared vision of success.



## OUTCOMES

While the program is still in its final stages, the results highlight the effectiveness of a people-first, execution-centric strategy. The organization now harnesses real-time data to enhance decision-making and operational agility. Initiatives such as Office 365 consolidation and advanced data management have laid the groundwork for sustainable growth. Improvements in infrastructure and cybersecurity have enhanced resilience and security. More importantly, the company saw a marked improvement in collaboration, engagement, and organizational alignment, while also establishing a sustainable and repeatable framework and culture to support future integrations. This holistic approach to integration transformed a complex, transformative deal into a long-term strategic advantage—one driven by strong teams, shared purpose, and a customer-focused mindset.

## WHAT SETS SYNER-G APART

Syner-G's unique ability to blend operational excellence with a deep understanding of organizational dynamics, enables tailored solutions that drive both immediate results and long-term growth. Their hands-on, collaborative approach ensures seamless integration across all facets of a transaction, transforming complex deals into catalysts for sustained innovation, resilience, and market leadership. With industry-specific expertise and agile teams, Syner-G consistently delivers value early in the process, making them a trusted partner for life science organizations dedicated to long-term success.

