



**DEFINITIVE
EXPERTISE**

in Employee Engagement



FTI Consulting's Integration Communications and Employee Engagement expertise was highly regarded and valued at Merck. Throughout the deal and subsequent integration process, FTI fully delivered on the requirements and challenges of the project. Strategic advice, creativity and operational delivery – across multiple cultures and time zones – was excellent. It was good to have highly professional and motivated consultants at one's side that were also fun to work with.

— Markus Kaiser,
Head of Communications:
Performance Materials, Merck



As such, face-to-face meetings played a staple role. An extensive welcome roadshow of all AZ locations with Senior Management and the IMO of Merck was organized, regular town hall meetings at

which leaders talked about the business and the integration process were organized and go-live events celebrating the new organizational structure of the segment were held at every AZ and Merck site.

OUTCOME

WITHIN 10 MONTHS OF THE DEAL TAKING PLACE, THE TWO OPERATIONS HAD BEEN SUCCESSFULLY INTEGRATED.

People identified strongly with the newly structured business, understood its vision and knew how they could play a part in achieving its goals. They were happy to be Merck employees, and indeed were excited about working for such a big, famous and successful company. The retention rate for top talent was almost 100%.

We really had found the right chemistry for success. Above all, that was because we understood the essential elements of effective integration change and engagement communications, and how to deliver them.

INVESTIGATE EVALUATE COMMUNICATE



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