

JENNIFER J. FONDREWAY

Keynote Speaker · Workshop Facilitator · M&A Consultant

Deal execution, not numbers, determines M&A success.
People drive execution.

People also create drama. In a CEO survey, 73% of executives claimed their deals failed because of “unexpected people problems”*

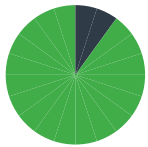
Deals succeed or fail based on how humans behave. When the company direction and their future role is unclear, Employees’ sense of mission can falter. Without motivated people, nothing moves forward.

Jennifer Fondrevay shows how to lead people through M&A’s roller coaster of uncertainty. She equips senior executives, frontline leaders and organization changemakers with the necessary mindset, approach and set of tools.

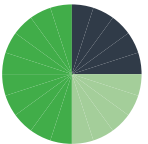
“People problems” aren’t unexpected when you are prepared.



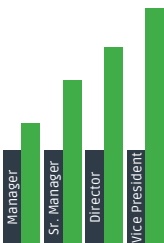
Is it any wonder 70-90% of M&A deals don't succeed?



90% of senior/middle managers are psychologically unprepared for changes post-deal.



50% of acquired senior managers leave year one; 75% within three years



100%+ of a person's annual salary can be the cost to replace a key employee.

■ Salary
■ Avg Replacement cost



“Jennifer created the book for people caught in the middle of M&A. NOW WHAT?’ is the playbook for ‘everyman.’”

Price Pritchett
PhD, M&A Pioneer
Author, *Lessons from 1,000 Deals*



“Jennifer literally wrote the guidebook on M&A leadership.”

Howard Morgan
Co-Founder, Managing Director
Leadership Research Institute



**#1 M&A
Leadership
Consultant
& Speaker**

- Leadership
Research Institute



*Sources: Mercer: People Risks in M&A Transactions, 2016; The Authoritative Guide to Integration Success, Pritchett, 1997; HBR: The New M&A Playbook, 2011; After the Merger: Don't let us vs Them Thinking Ruin the Company, 2018; HBR: The human side of mergers and how to make them work, Chartered Management Institute, 2016 study; Human Resource Executive, 2007 Study of 1,000 executives; SHRM, 2017 Talent Acquisition Benchmarking Report

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JENNIFER J. FONDREWAY

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Relatable. Relevant. Real.

Tapping into her C-suite experience leading global teams through multibillion-dollar M&A deals, Jennifer speaks in ways that work not only across oceans but across boardrooms, factories, call centers and office open spaces. Building on three-year research with 60+ CEOs, executives, and entrepreneur interviews, Jennifer opens eyes and minds to the opportunities M&A can bring when people are prepared.

Jennifer adapts to any situation: whether leading

- an intimate work session to prepare senior management with the right mindset;
- a workshop to help frontline leaders navigate themselves and their teams through uncertainty;
- or an interactive keynote to rally sales teams around a common mission.

Jennifer brings certainty to uncertainty.



WHAT YOUR LEADERS & TEAMS WILL GAIN

CLARITY

See Past
the Uncertainty

COURAGE

Create Possibilities
& Opportunities

CONFIDENCE

Learn to Know & Show
Your Value

HOW YOU CAN ENGAGE JENNIFER

Keynotes

Create Success Together, Moving Forward

Sharing her proven T.E.A. framework, Jennifer shows how Talent, Effort and Attitude helps leaders at all levels transform uncertainty, fear and emotion into rocket fuel for growth, success and unanticipated opportunities.

One-Day Workshops, topics include:

Mitigating "Us vs Them"
Thinking to Get to
"WE" Thinking

Want to Make Culture
Integration Work?
Think like a Tourist

Music Moves your
Teams from Denial to
Acceptance

How to Help Yourself
and Others be Their
Better Version

"Jennifer's ability to deliver a roadmap to move our team forward was invaluable. I recommend Jennifer to any leader preparing for or in the middle of an M&A event."

Dwayne Grant

Vice President, Customer Success
& Operations, Entelo



"Jennifer shaped how leaders think about people and culture through our biggest merger. We combined the best of both teams, retained critical talent, and improved overall with her help."

Melanie Payne

Chief Financial Officer
Syniti



Wherever you are in your M&A deal journey,
book Jennifer to get your people engaged, committed and moving forward.



ENGAGE JENNIFER TO SPEAK

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