HR in Mergers and Acquisitions (M&A)

30 November – 4 December 2026
Rome (Italy)



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Ref: 15825_338095 **Date:** 30 November – 4 December 2026 **Location:** Rome (Italy) **Fees:** 6200 Euro

Introduction:

Human Resources HR plays a role in the success of Mergers and Acquisitions M&A by managing the integration of people, culture, and organizational processes. During an M&A, HR professionals are tasked with aligning human capital strategies, maintaining employee morale, and ensuring seamless transitions between merging organizations.

Effective HR involvement can mitigate the risks associated with talent retention, leadership changes, and cultural integration. Participants in this HR in Mergers and Acquisitions M&A course explore the key HR challenges in M&A, offering strategies to navigate workforce restructuring, communication, and preserving organizational values in the acquisition or merger process.

The HR in Mergers and Acquisitions M&A course focuses on human resources' role during mergers and acquisitions, explores HR challenges in mergers and acquisitions, and provides an HR checklist for managing integration. Participants will learn about HR due diligence in M&A, examining the implications and issues faced by human resources teams and how to address them.

This HR in Mergers and Acquisitions M&A training covers best practices for HR planning, integration, and managing the impact of M&A on human resources. It delves into HR's role in ensuring smooth transitions, mitigating HR risks, and aligning cultures during mergers and acquisitions. Understanding HR's role during these processes for a successful merger provides tools for HR professionals to navigate M&A challenges and ensure strategic HR alignment.

Targeted Groups:

- HR Professionals involved in M&A processes.
- Senior Management and Executives overseeing organizational integration.
- Talent Acquisition and Retention Specialists.
- Organizational Development and Change Management Leaders.
- Legal and Compliance Teams managing workforce-related issues.
- M&A Consultants and Advisors focusing on human capital.
- Employees affected by organizational restructuring.
- Union Representatives and Employee Relations Managers.

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Course Objectives:

At the end of this HR in Mergers and Acquisitions M&A course, the participants will:

- Understand the critical role of HR in M&A processes.
- Learn strategies for effective talent retention during M&A transitions.
- Develop skills for managing cultural integration and alignment.
- Master communication techniques to address employee concerns and expectations.
- Explore best practices for workforce restructuring and redeployment.
- Gain knowledge of legal and compliance issues related to HR in M&A.
- Learn to manage leadership changes and foster new leadership dynamics.
- Build competence in creating and executing post-merger organizational strategies.
- Enhance skills in conflict resolution and managing employee relations during M&A.
- Understand the impact of M&A on employee benefits and compensation structures.

Targeted Competencies:

By the end of this HR in Mergers and Acquisitions M&A training, the participant's competencies will:

- Strategic Workforce Planning and Integration.
- Change Management and Organizational Transformation.
- Talent Retention and Employee Engagement.
- Communication and Stakeholder Management.
- Conflict Resolution and Negotiation Skills.
- Leadership and Culture Integration.
- Legal and Compliance Knowledge in HR During M&A.
- Employee Benefits and Compensation Planning.
- Post-Merger Organizational Development.
- Risk Management and Mitigation in HR Practices.

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MERCURY

Course Content:

Unit 1: Introduction to HR in Mergers and Acquisitions M&A:

- Understand the fundamentals of M&A and its impact on organizations.
- Explore the importance of HR in managing M&A transitions.
- Identify key challenges HR faces during mergers and acquisitions.
- Learn the phases of M&A and HR's role in each phase.
- Understand the legal and ethical considerations HR must address.
- Recognize the significance of cultural integration and organizational alignment.

Unit 2: Talent Management and Retention During M&A:

- Develop strategies for retaining key talent in times of uncertainty.
- Understand the psychology of employees during M&A processes.
- Learn how to identify and protect critical skills and knowledge.
- Explore the impact of M&A on employee morale and productivity.
- Create retention plans and incentives for high-value employees.
- Address the challenges of talent gaps and overstaffing post-M&A.
- Implement performance management systems to monitor talent retention.

Unit 3: Organizational Culture Integration:

- Examine the role of culture in successful M&A outcomes.
- Learn techniques for assessing the cultural fit between merging organizations.
- Develop strategies to bridge cultural differences.
- Foster an inclusive culture that accommodates diverse workforces.
- Address resistance to change and overcome cultural clashes.
- Create communication plans to ensure alignment of values and behaviors.
- Measure the success of cultural integration post-M&A.

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Unit 4: Communication and Employee Engagement:

- Master the art of transparent communication during M&A.
- Develop key messages for different employee groups.
- Learn how to manage rumors and misinformation.
- Address employee concerns through effective communication channels.
- Implement regular check-ins and feedback loops to maintain engagement.
- Build trust and maintain morale through clear leadership.
- Use surveys and focus groups to gauge employee sentiment.

Unit 5: Post-Merger HR Strategies and Workforce Integration:

- Learn how to integrate organizational structures and roles.
- Align compensation, benefits, and HR policies across the merged organizations.
- Address redundancies and reallocate resources effectively.
- Develop training programs to upskill employees for new roles.
- Implement leadership development strategies for the post-merger phase.
- Monitor performance and adjust HR strategies based on integration progress.
- Assess long-term HR goals for organizational growth and stability.