



# Assessment and Career Decision in a M&A process

## Assessment and Career Decision

### Client Industry

4th largest bank in Spain with 20,000 employees worldwide

### Situation

After acquiring a smaller, regional bank, the client needed to assess the sales profile and geographical mobility of the 220 local employees who were now part of the new organization. Additionally, the client wanted to understand the career goals and motivations of this employee population. In order to meet these objectives, Right Management was engaged to deliver an Assessment and Career Decision process.

### Workforce Solution

Right Management designed and delivered an assessment process that would evaluate experience, motivations, interests, values, functional/geographical mobility and career goals of the employees from the acquired organization.

It was very important to the client to redeploy as many of the newly-acquired employees as possible and to provide them with the opportunity to understand which career paths were available to them in the organization they were now a part of.

After an initial assessment, Right Management defined a group of professionals to remain with the organization. They were assessed to identify their possible match with new internal opportunities that had arisen during the acquisition and subsequent reorganization, mainly within local branches.

All participants were offered full access to RightEverywhere™, Right Management's online Career Management tool, to enable them to utilize all available resources to support their career decision process. In particular, the participants were encouraged to complete:

- **Birkman First Look™** - Designed to help professionals identify the careers and work environments that offer the greatest potential in terms of their skills and preferences.
- **“Values and Motivations” Activity** - Designed to help professionals consider and prioritize the topics/issues that truly matter to them, from practical and financial considerations such as salary to more intangible aspirations.



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Subsequently, Right Management conducted individual interviews to:

- Provide participants with their online assessments results
- Help participants interpret their results and determine how to apply them to their professional careers
- Identify possible matches for positions within the corporate center or branch offices

In order to ensure consistency, the interview format was semi-structured.

### Results

The proactive management of change process after this acquisition meant the client fulfilled their corporate values and maintained a good reputation among clients and employees.

At the end of the process, Right Management provided a final report of quantitative and qualitative conclusions gathered during the process to enable the client to make strategic decisions regarding the employees who remained with the organization.

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As the talent and career management experts within ManpowerGroup, the global leader in employment services, Right Management creates and delivers workforce strategies that help companies grow talent, reduce costs and accelerate performance. Our expert capabilities in Talent Assessment, Leader Development, Organizational Effectiveness, Employee Engagement, and Workforce Transition and Outplacement help clients align their talent and business strategy.