

## Non-Profit Mergers

The Charity Commission encourages trustees to consider whether a formal merger would be in the best interests of a charity's beneficiaries. Danny Davis, a specialist in mergers and integrating organisations after mergers shares some of the things that experience has taught him to think about in any merger situation.

- Be clear about why the organisations are merging – what are the benefits going to be?
- Don't just understand the similarities which make the organisations good candidates for a merger – recognise the major differences that will exist too.
- Planning is vital to a successful merger and integration of the two organisations – begin planning as soon as possible.
- Think about how the back office functions, such as finance, IT, human resources and communications might need to change as a result of the merger.
- Is the technology used by the two organisations compatible?
- Something unexpected will always come up. Try to be as ready as possible to address it quickly.
- Cultural differences will exist, which can cause problems. It helps to try to foresee these as much as possible.
- You don't have to do everything at once – think about having stages in the process of integrating the organisations.

More information about Danny's work at DDConsulting can be found through contacting [danny.davis@ddavisconsulting.com](mailto:danny.davis@ddavisconsulting.com)

The Charity Commission also provides resources on collaboration and mergers, available at <http://www.charity-commission.gov.uk/enhancingcharities/cwmresources.asp>