

How to Use Team Building for a Successful Merger or Acquisition



Is a merger or acquisition around the corner? Follow these tips on when to implement team building initiatives and what types of experiences you should consider for your team:

1. Pre-Merger

If possible, start team building activities during the pre-signing phase to ensure a positive cultural fit. This will also help build rapport and excite employees about the upcoming changes.

Host **social activities** that are informal, fun, and focused on building personal connections and reducing stress.



Plug and Play Mixer



Water Cooler



Mini Games



Taboo



Drink & Draw

2. Immediately After the Merger

There's lots to celebrate in the spirit of joining forces. Initiate a team building activity soon after the merger to align the teams and kick off a positive tone.

Use **collaborative and recreational activities** that encourage teammates to work together and try new things.



Confetti Pub



Mixology Class



Murder Mystery Party



Casino Night



Drag Queen Bingo

3. During the Integration Phase

Support ongoing collaboration and reinforce the new company culture. Ideally, events should be going on a team, departmental, AND company-wide level. Ideally, it should be in this order before considering cross-departmental initiatives.

Consider a mix of **problem-solving activities** that foster teamwork and innovative thinking and more **collaborative experiences** that spark a sense of shared purpose and build relationships across multiple company levels.

Team:



Escape Quest



Traitorous Trivia



Mean Queens Murder Mystery



Codeword

Departmental:



Coworker Clash



Boom Box



Seen It?



Mash-Up

Company Wide:



Office Olympics



Wine Tasting



Horse Racing



Couchella

4. Adjustment Phase

Naturally, new challenges will require the company to invest in solidifying team cohesion and commitment to the new vision and objectives ahead. It's important to continue to invest in culture to minimize the bumps.

Consider doing **workshops, training sessions, and other more reflective sessions** to allow employees to share their experiences and improve the integration process.



Mindful Leadership Workshop



Workplace Mental Health Workshop



Workplace Gratitude



Stress Management Workshop



Communication Skills Workshop

After a merger or acquisition, uniting the company is essential. Team building activities can help you build a strong, united, and resilient workforce ready to tackle new challenges and reach new heights together.



Ready to integrate teams and boost company morale?

Schedule a call to discuss the best team building plan with our **Happiness Concierge** today!