

SHIFT in Orality preparatory materials – Intellectual Output 5

SHIFT in Orality Summer School of Remote Interpreting – Forlì, June 11th-16th, 2018

Bidirectional sight translation – English to Italian

10 Questions Employees Ask When Their Company Gets Acquired

Whether your company is a serial acquirer or you're just now going through your first acquisition, the potential to experience employee fallout can be disastrous if you don't take a thoughtful approach to managing employee questions throughout the process.

The talent base that exists within the acquired company is usually a significant value driver in deciding whether to purchase a company, therefore it should be a top priority to retain that talent to get the best return on your investment.

Once the deal is announced, the questions start. These potential employees immediately begin to assess their own worth in the current company and question whether they will have a role in the new company.

Le voci correranno e inizieranno a rivolgersi alla loro rete interna di conoscenze per cercare di ottenere ulteriori informazioni, e la maggior parte delle informazioni ottenute saranno inesatte. È estremamente difficile per i lavoratori rimanere centrati quando delle questioni che li riguardano direttamente non sono risolte.

Ricordate, i dipendenti non hanno chiesto di essere acquisiti. Tutto ciò che conoscono sta per cambiare, e parliamoci chiaro, non tutti amano i cambiamenti. Affrontare i dubbi che assillano i vostri potenziali dipendenti può evitare dei seri problemi di produttività che sminuiscono il valore dell'azienda che state acquisendo, quindi quanto prima si affrontano tanto meglio.

10 most common employee questions

1. **Will there be a job for me** in the new company or will my position be eliminated?
2. **If my position is eliminated**, will I receive a severance package?
3. **Will my role and responsibilities change?**
4. **If my role changes and it's not what I want to do**, what other options are available to me?
5. **Will my pay change** (base compensation, bonus, commission, etc.)?
6. **How will my benefits be impacted?**
7. **What will the new organizational structure** look like?
8. **Will I report to a new manager** or department?

SHIFT in Orality preparatory materials – Intellectual Output 5

SHIFT in Orality Summer School of Remote Interpreting – Forlì, June 11th-16th, 2018

9. **What is the culture of the new company** and will it be a fit for me?
10. **Will they keep my office open**, or will they require me to commute farther or relocate?

You need a communications plan

A seconda delle dimensioni e della reputazione della vostra azienda, alcuni potrebbero essere entusiasti di diventare parte della nuova società, mentre altri potrebbero lamentare la perdita dell'azienda che hanno contribuito a creare e potrebbero non sapere a chi rimanere fedeli.

Come rispondere a queste domande?

Potrebbe passare del tempo prima che siate in grado di rispondere pienamente a tutte queste domande, quindi dovete assicurarvi di avere un piano preciso di comunicazione.

- Be open and truthful; if you don't have the answers yet, let them know when you will.
- Be clear and concise with communications; don't leave things open to interpretation.
- Be timely; try to stay ahead of the rumor mill. If you have a communication calendar, stick to it (if details you planned to discuss are still unresolved, say so.)
- Be empathetic and caring; some people will weather the changes better than others — you are affecting their livelihood.
- Flexible dialogue; company meetings, one-on-ones, Q & A's, and a point person to field questions are some ways that this can be accomplished.

What's in it for them?

Se siete diretti e aperti, contribuirete a creare un clima di fiducia. È molto facile farsi prendere dai dettagli dell'affare, ma dedicare del tempo alle preoccupazioni o alle domande sarà determinante per la creazione di un'impressione positiva della fusione.

Il punto è che dovrete rispondere alla domanda su cosa ci guadagnano loro. Quando lo sapranno, potranno procedere e tornare al lavoro, cosa primordiale per il successo dell'operazione.

[633 words. Paragraphs translated from source: <https://www.tlnt.com/10-questions-employees-ask-when-their-company-gets-acquired/>]



Funded by the
Erasmus+ Programme
of the European Union



SHaping the Interpreters
of the Future and of Today
www.shiftinorality.eu



SHIFT in Orality preparatory materials – Intellectual Output 5

SHIFT in Orality Summer School of Remote Interpreting – Forlì, June 11th-16th, 2018

SHIFT in Orality preparatory materials – Intellectual Output 5

SHIFT in Orality Summer School of Remote Interpreting – Forlì, June 11th-16th, 2018

Original paragraphs in English:

1) Rumors will run rampant and they will begin to turn to their internal network to try to get more information, and most of the information they get will be inaccurate. It is extremely difficult for employees to stay focused when issues that directly affect them are unresolved.

Remember, the employees did not ask to be acquired. Everything they know is about to change, and let's face it, not everyone thrives on change. Addressing the questions plaguing your potential employees can head off serious productivity issues that degrade the value of the company you are buying, so the sooner you answer them, the better.

2) Depending on your company's size and reputation, some may be excited to become a part of the new organization; while others may grieve the loss of the company they have been working to build and may not know where to place their loyalty.

How should you answer these questions?

It may take some time before you are able to fully answer all of these questions, so you need to make sure you have a detailed communication plan.

3) By being forthright and open, you will help to build trust. It's very easy to get caught up in the details of the deal, but taking the time to address any concerns or questions will go a long way in creating a positive impression of the merger.

The bottom line is you will need to answer what's in it for them. Once they know, they will be able to move forward and get back to business, which is paramount to the success of the deal.