



# Managing Mergers Acquisitions and Strategic Alliances

By Sue Cartwright, Cary L. Cooper

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**Managing Mergers Acquisitions and Strategic Alliances** By Sue Cartwright, Cary L. Cooper

Mergers, acquisitions, and alliances continue to be almost an everyday feature of the contemporary business scene, yet at least half prove to be unsuccessful. The authors show the contribution that psychology can make to our understanding of the merger phenomena - how it affects organizational performance, and how it affects the managers and employees involved.

Mergers, Acquisitions and Strategic Alliances is intended as a guide to successful organizational marriage. Great emphasis is placed on the issue of cultural compatibility as it concerns partner selection, integration practices and venture outcomes.

The book also focuses on cross-national mergers, acquisitions and joint ventures. With the increasing economic activity within the European Union and between the unions of other countries, there is a need to know more about the corporate and national cultures in these strategic alliances. The authors have drawn upon an extensive body of research based on recent cases in a wide cross section of industries across Europe.

The book is unique in showing the actual effect mergers and acquisitions have on people, and consequently on the performance of the 'new' organization. It will be particularly relevant for decision makers - those who are involved in planning and implementing a large organizational change, and those responsible for ensuring successful integration afterwards. It would also be extremely useful for postgraduate management students, personnel executives and management consultants.

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### **Review**

'This is a complex subject which this clearly written, well constructed guide tackles cogently and thoroughly.' - Personnel Today, January 1996

'The eleven chapters, each enhanced with a bibliography providing an invaluable guide to further reading, are excellent.'

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## About the Author

Cary Cooper, CBE, is currently Professor Cary Cooper, CBE, is Professor of Organisational Psychology and Health at Lancaster University Management School. He is also President of the British Academy of Management. He is the author of over 80 books (on occupational stress, women at work and industrial and organizational psychology), has written over 300 scholarly articles for academic journals, and is a frequent contributor to national newspapers, TV and radio. He is currently Founding Editor of the Journal of Organizational Behavior, co-Editor of the medical journal Stress Medicine; Co-Editor of the International Journal of Management Review. He is a Fellow of the British Psychological Society, The Royal Society of Arts, The Royal Society of Medicine and the Royal Society of Health. Professor Cooper is the President of the British Academy of Management, is a Companion of the (British) Institute of Management and one of the first UK based Fellows of the (American) Academy of Management (having also won the 1998 Distinguished Service Award for his contribution to management science from the Academy of Management). Professor Cooper is the Editor (jointly with Professor Chris Argyris of Harvard Business School) of the international scholarly Blackwell Encyclopedia of Management (12 volume set). He has been an advisor to the World Health Organisation, ILO, and recently published a major report for the EU's European Foundation for the Improvement of Living and Work Conditions on "Stress Prevention in the Workplace".

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