

Integrating Diverse Cultures in a Professional Practice

Background

Two successful firms merged in order to combine the strengths of each and further develop their business. Together they employ 20 people.

Problem

- The ways of working and systems were very different in the two old companies
- The management styles were not complementary

Outcome

- In consultation with staff, the strengths of each of the old practices and preferred management style were identified
- New ways of working and integrated systems were implemented
- A new employment contract, based on best practice, was introduced for all staff