



TTG PREPARING TO SCALE WITH INTEGRATION PLAYBOOKS CASE STUDY

Background

A private equity-backed healthcare platform with 50–100 employees and \$15M–\$30M in revenue was pursuing an active acquisition pipeline. Prior to engagement, the company lacked a repeatable integration model to support growth and streamline M&A activity.

Client Challenge

The client faced significant people and HR challenges ahead of planned acquisitions, including the absence of an HR pre-readiness framework, no Day 1 execution playbooks, and a lack of standardized compliance mapping. Additionally, there was no established job architecture or methodology for role matching, creating substantial execution risk for future acquisitions.

TTG's Solution

- **HR Pre-Readiness:** Developed a framework specifically for acquisitions
- **Day 1 Playbooks:** Crafted execution guides to direct integration activities
- **Compliance Mapping:** Established a multi-state HR compliance model
- **Job & Compensation Alignment:** Implemented a framework for role matching and pay structures
- **Integration Governance:** Created a governance and reporting cadence for ongoing oversight

Results

- **Repeatable HR Model:** Developed a scalable integration operating model to streamline future acquisitions
- **Risk Mitigation:** Minimized Day 1 execution risk across all HR functions for smoother transitions
- **Accelerated Readiness:** Enabled faster integration of new entities through improved deployment readiness
- **Consistent Execution:** Facilitated standardized HR processes across multiple transactions for greater efficiency
- **Scalable Platform:** Established an enterprise-level foundation for compliance and workforce management