

Managing Business Changes through Thinking and Behavioral Preferences

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Abstract

One possible way for SMEs to grow is through a merger or an acquisition. But just as an M&A could be an entrepreneur's dream, it could spell nightmare for the employees involved. For SMEs that do not have the resources to engage change management consultants, how best should they avoid a bumpy ride ahead? Emergenetics Caelan & Sage went through a merger process that took less than six months to complete, and saw good returns from less than three months post-merger. Among many other factors, it singles out its smooth transition to Emergenetics, the science of thinking and behavioral preferences, which allowed the combined team to leverage on this double-edged sword called "diversity". In this sharing, the CEO, Emergenetics International – Asia and Director of Emergenetics Caelan & Sage, Terence Quek, will share candidly the experiences of his company.