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Deloitte & Touche:
Integrating Arthur Andersen

Al Brix
Danielle Ker
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Leslie Feldman
Parisa Darvish-Zadeh
Rene Berard

TheCaseSolution.Com

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AGENDA

- Corporate Culture
- Problem Statement
- Analysis
- Challenges
- Key Success Factors
- Alternatives
- Implementation
- Roadmap for Today



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CORPORATE CULTURES

Deloitte & Touche

- Big 4 - well established
- Toronto centric culture
- 4 major services
- Separate legal entity



ARTHURANDERSEN

- Smallest of the Big 5
- Litigation record
- Enron scandal
- Down-sizing

PROBLEM STATEMENT

How can Deloitte & Andersen develop a successful integration plan to form a unified market-leading organization?



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INTERNAL ANALYSIS

Strengths

- National Integration team
- Monitoring tools
- Integration message
'Making a difference together'

Weaknesses

- Pre-integration complications
- Inconsistent integration program
- Negative attitude towards AA
- Communication challenges