



CORPORATE TRANSACTIONS

People & Transformation

Business leaders, transformation offices, communications functions and HR teams partner with us to enable change.

Drawing on our decades of experience across industries and in every major geographic market, we assess current and future situations, analyze the stakeholder impacts, and use these inputs to develop successful transformation programs.

What we do

We help corporate and financial clients execute the people side of growth deals and corporate transactions across the deal life cycle. This includes merger of equals, divestiture, spin-out, carve-out and bolt-on acquisition, as well as change in ownership structure.

We work with leadership and critical partners to accelerate the future state of the business through targeted communications, change management and enablement activities.



Signing and Deal Announcement

With our transaction colleagues, we work with clients to announce the deal internally and externally at the time the parties sign the agreement indicating their intent. We focus our engagement approach on building and executing a transaction narrative that inspires confidence and optimism in all stakeholders and helps leaders and employees navigate the uncertainty and excitement that often follow.



Pre-Close Planning

In the run-up to close, we assess the critical needs of the situation and develop a data-driven strategy, a strategic roadmap, a Day 1 through Day 100+ plan, and multi-stakeholder communications. We often play a critical role within the Integration/ Project Management Office, working across functions and workstreams to assess and enable the impact of change on different stakeholder groups. We may also conduct a culture analysis and prepare culture initiatives for delivery post-close. For high-profile or heavily regulated transactions, we also prepare appropriate leak strategies, regulatory and crisis preparedness plans.



Transaction Close

We support the announcement of the transaction close internally and externally on Day 1 and execute the communications cadence to celebrate the future-state vision, promote stability, preserve productivity and instill confidence. And we engage with media and analysts to ensure cohesion of external messages and to bolster business continuity by alleviating concerns and communicating future opportunities.



Cutover Support and Post-Close Development

To support value capture and long-term growth, we help clients develop and execute organization-wide change management plans. Through co-creation with leaders and employees, the desired culture is defined and embedded into the organization. Working closely with leadership, we clearly articulate the business strategy, communicate it in a compelling way to stakeholders, and redefine or create the company's purpose and values to attract and retain top talent.

What people say...

“We’re signing an exciting deal that will shape the future of our company — can you help us announce and communicate with our people?”

“We need support to manage the people integration workstreams of our recent transaction.”

“Our people are not aware how our ways of working and culture need to change after deal-close — how can we map the current level of preparedness and map critical areas for change?”

“We want to engage our people and support productivity before and after close — how can we achieve this?”

Meet our team



Victoria Strachwitz, Senior Managing Director, leads the FTI Consulting People & Transformation practice in EMEA, based in Germany.

Victoria is an expert in change management, leadership and organizational development and change communications. Victoria has significant experience in corporate transactions, merger integrations and carve-out scenarios.

She has supported multiyear transformations and restructurings, successfully advises and supports companies, their leaders and employees across the entire transaction cycle and towards their successful shift into new organizational structures, business models, processes cultures and new ways of working.

Victoria has advised multiple companies across various industries on high-profile transactions, operating at the intersection of communications, board office, strategy office, PMO and HR. Prior to joining FTI Consulting, Victoria worked as a broker and investor relations advisor on M&A transactions and IPOs for several years.



Ilona Indra, Senior Director, has 23+ years of experience in different functions and business manager roles across various industries, including senior M&A business integration manager at Henkel.

There Ilona was responsible for the integration of an acquired mid-sized machine manufacturer into the DAX 30. In that role she managed the SAP/ ERP integration as well as cultural integration. Ilona is an expert for cross-functional project management, change management, change communications and leadership enablement.



Shannon Stucky Pritchett serves as head of the Restructuring and Business Transformation practice within the Strategic Communications segment of FTI Consulting. Based in Chicago,

Shannon specializes in developing and executing communications strategies across stakeholder groups, delivering clear, consistent messages that build confidence in the organization's leadership and future.



Lucy Phillips has 20+ years of communications and change management experience in public and private companies and is Prosci® certified in change management.

Her experience spans international change management mandates, strategy development and roll-out, crisis and M&A. Lucy served on multiple London teams supporting the Microsoft/ Nokia transaction, in which she led the communications integration workstream for the Nokia business transferring into Microsoft.



Carolin Dietz, Senior Director, is an expert for change management and change communications and a certified Prosci® change manager.

She is experienced in developing and implementing global change and people engagement concepts.

Carolin has worked on multiple M&A projects, including carve-outs and acquisitions, spanning pre-integration planning to post-merger integration activities and the implementation of synergy programs in close collaboration with integration program offices. This includes advising clients on both sides of the deal—the acquiring company as well as the target — to help leaders and employees navigate the challenges of the integration



Farina Casselmann, Senior Director, is an expert for change management and change communications, and a certified Prosci® change manager.

She has profound experience in leading global complex post-merger integration projects and helping clients to manage the people side of a corporate transaction. Her work spans the entire spectrum from change assessment, strategy development and the creation and execution of change and communications roll-out plans.

Farina has advised various multinational companies and helped them to integrate various teams, introduce and generate support for new processes and systems, activate employees, and adopt new ways of working and thinking.



Angie Gorman, Managing Director, has provided communications counsel for more than 30 years to clients across multiple industry sectors.

She addresses critical issues impacting their enterprise value and corporate reputation, including corporate branding, digital assets (e.g., intranets, social media, websites), executive communications, issues management, media relations, mergers and acquisitions (M&A), performance improvement, reward and recognition programs, strategic transformation and change, sustainability positioning, and vision and values.



Darius Johnson, Managing Director, has more than 20 years of experience and a successful track record across multiple industry sectors, including telecommunications, media, energy, manufacturing, life sciences and public sector.

He has led change in the context of culture transformations, acquisitions, carve-outs, integrations, process improvement, technology rollouts and strategy refreshes.



EXPERTS WITH IMPACT™

About FTI Consulting

FTI Consulting is an independent global business advisory firm dedicated to helping organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & regulatory, reputational and transactional. FTI Consulting professionals, located in all major business centers throughout the world, work closely with clients to anticipate, illuminate and overcome complex business challenges and opportunities. For more information, visit www.fticonsulting.com and connect with us on Twitter (@FTIConsulting), Facebook and LinkedIn.

© 2021 FTI Consulting, Inc. All Rights Reserved.

