

# Bridging the M&A Gap: A Fortune Global 500 Success Story with IMAA

How immersive, onsite training reshaped  
cross-functional collaboration in M&A



Before working with IMAA, a leading global energy company (Fortune Global 500) faced a significant training gap in its approach to M&A. Although well-established and resource-rich, the organisation struggled to unify various departments under one cohesive strategy. Employees often found it challenging to collaborate effectively across disciplines, and traditional classroom-based learning did little to prepare them for the fluid, high-pressure nature of real-world M&A deals.

Following the successful completion of IMAA's tailored M&A programme, delivered onsite, the company saw a transformative shift in both the skill sets and confidence of its teams. Participants from finance, legal, operations and other departments worked together more seamlessly. They became adept at critical M&A processes, including comprehensive due diligence, accurate valuation methods, strategic planning for post-merger integration and navigating private equity and venture capital opportunities. Crucially, every participant earned the IMAA charter, signifying a marked enhancement in collective M&A capability and credibility within the industry.

IMAA bridged the gap by creating a year-long programme that combined engaging training sessions, bespoke case studies and hands-on exercises. The inclusion of live deal simulations helped participants apply theoretical concepts to authentic scenarios, ensuring they were equipped to handle complex negotiations and integrations. By delivering the programme onsite, IMAA immersed learners in an environment that mirrored their day-to-day challenges, enabling them to adopt and refine new M&A strategies that will continue to fuel the organisation's global growth.