



VERYHR

MAINTAINING VIBRANCY DURING A CHALLENGING PERIOD OF CHANGE



CASE STUDY

APP DYNAMICS

App Dynamics is an application solution management solution that provides real time monitoring to ensure that the software apps used by your business perform to their best.

APP DYNAMICS

THE CHALLENGE

App Dynamics had recently been acquired by Cisco. Although part of this global conglomerate, App Dynamics has kept its brand and autonomy over its team. As such, at the time of the acquisition App Dynamics were in the process of searching for a best-in-class HR Director for their European region.

Finding the right person would take time and not wanting to hold up the process of integrating the App Dynamics team into the wider Cisco culture and ways of working, they brought in Julie Provino from VeryHR as their European Interim HR Director.

AN IMMEDIATE CHALLENGE FOR JULIE WAS HOW TO BEST INTEGRATE THE TEAMS OF TWO VERY DIFFERENT COMPANIES. APP DYNAMICS IS A YOUNG, FAST MOVING SOFTWARE AS A SERVICE COMPANY AND CISCO IS A WELL-KNOWN ESTABLISHED GLOBAL BRAND. THE CULTURES OF BOTH COMPANIES BOTH BROUGHT LOTS OF BENEFITS TO THE PARTNERSHIP, BUT THEY WERE NATURALLY ON THE OPPOSITE END OF THE SPECTRUM TO ONE ANOTHER. HOW COULD JULIE HELP MAKE THE WHOLE BIGGER THAN THE SUM OF ITS PARTS?

THE APPROACH 1/2

As interim HR Director, Julie took responsibility for supporting the successful integration of these two very different companies.

From a logistical point of view this meant integrating 250 employees spread over 9 countries. From the outset, Julie made sure employee consultations took place so employees from both sides understood what the acquisition meant and how it would impact them.



THE APPROACH 2/2

To ensure that the differing cultures of the two companies enhanced rather than worked against one another, Julie and her team embarked on a programme of coaching leaders and managers in how to best position the acquisition to their teams, focusing on how the two companies benefitted one another rather than highlighting the differences. An open-door policy was adopted to keep dialogue flowing between the leaders and managers and their teams. During a challenging period of change, it was important to maintain a vibrant working environment.

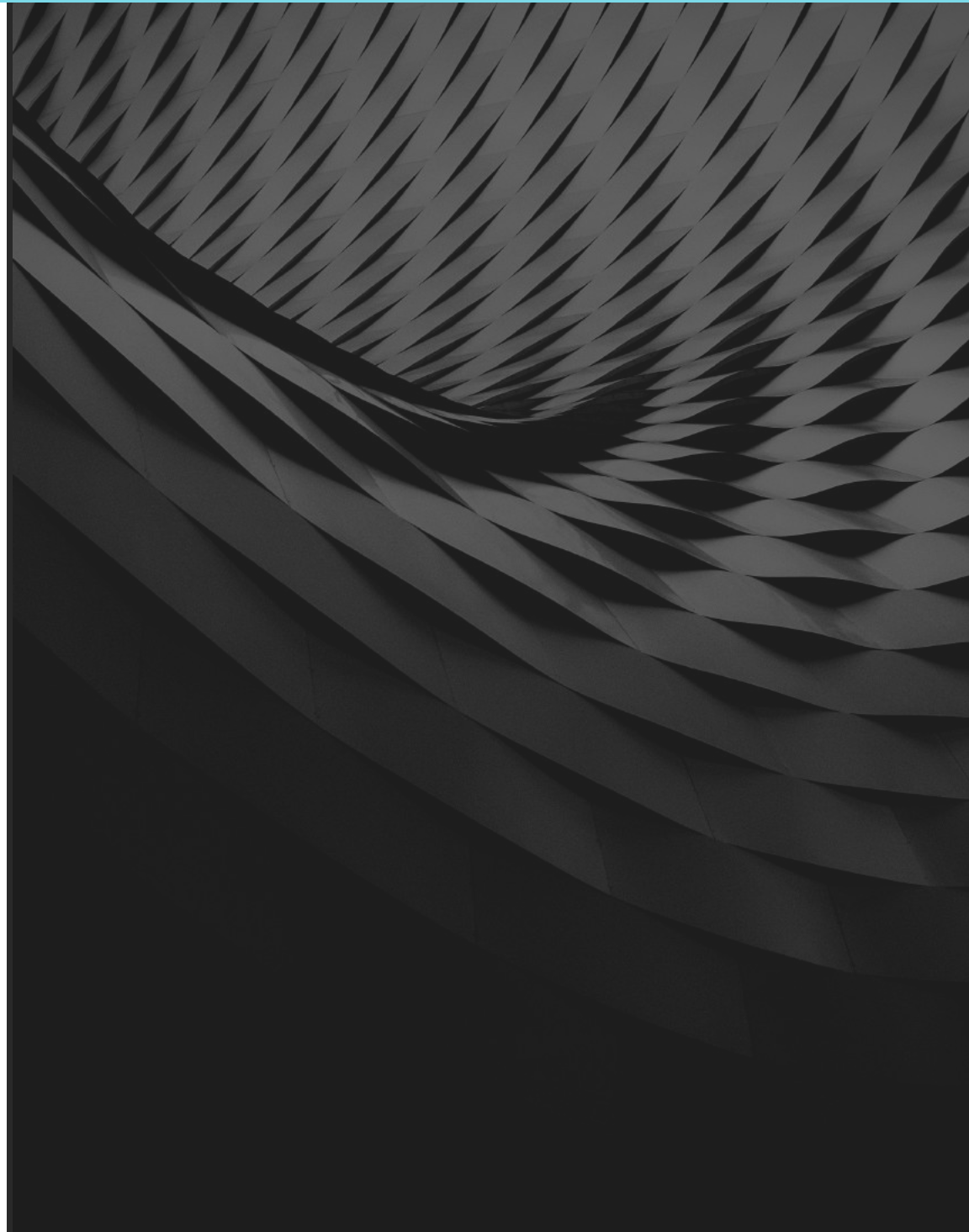
All of this was accomplished in consultation with the App Dynamics leadership team in Europe as well as in the US and in consultation with the local Cisco HR operational groups.



RESULTS

The transition period post acquisition was completed successfully.

Julie was also able to help App Dynamics secure their new HR Director for the region.



WORK WITH US

AT VERYHR, WE OFFER PRAGMATIC, PEOPLE-FOCUSED SERVICES THAT WILL ENABLE YOU TO DRIVE YOUR TEAMS TO GET THE BEST RESULTS POSSIBLE.

WE DO THIS BY WORKING WITH YOU TO STRIKE A BALANCE BETWEEN GLOBAL CONSISTENCY AND LOCAL INDIVIDUALITY.

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