

# HOW WE ASSISTED A FRENCH GLOBAL LEADER IN CONDUCTING A COMMERCIAL & FORENSIC DD

## CLIENT BRIEF

- A \$8 Billion, France-based global leader in innovation and high-tech engineering consulting
- The client has been in business for around 30 years and offers services to key players in the Aerospace, Automotive, Energy, Railway, Finance.

World leader in engineering and R&D services, the organisation combines its broad industry knowledge and cutting-edge technologies in digital and software to support the convergence of the physical and digital worlds..



**21**  
Countries



**\$19 BN**  
Revenues

## SCENARIO

- With an endeavor to expand globally, the client was exploring organic and inorganic growth opportunities in India. The client identified a Bengaluru based engineering design services company as a target for acquisition
- Athena was engaged to conduct a Persona Due Diligence on the firm covering 7 identified key personnel, who were critical for the target company's growth and operations, to validate their decision before the acquisition

## CHALLENGES

1

Target company was a private organization with details being confidential

2

Information availability on seven target leadership team members was very limited

3

Ensuring confidentiality and compliance about the assignment as the target organization had a small close-knit team

4

Developing trust amongst the stakeholders and make them reveal internal information about their commercial details related to clientele, contracts & projects

# SOLUTION & IMPACT

## APPROACH



Athena followed a two-tier research methodology wherein information was first gathered from secondary resources and then conducted detailed interviews with the stakeholders to validate initial findings and fill information gaps



Our team of researchers were deeply involved for 3-4 weeks and conducted a 360° evaluation of complete ecosystem



This involved interviews with target stakeholders, their colleagues and people from past engagements



## OUTCOME



Athena presented a complete evaluation report within the given timelines

Based on our recommendations, our client was able to converge on the decision of rejecting the prospective acquisition target



“ Unique portfolio of services covering entire spectrum of Talent Management

### Athena's Key Metrics

- 98%** Completion ratio of assignments
- 85%** Assignments completed under 45 days
- 80%** Assignments at VP level or above
- 70%** Assignments from repeat clients
- 24%** Assignments completed with diversity candidates