

Case Study: Catalyzing Successful Global Expansion through M&A

This case study demonstrates how our adaptable approach drives organizational transformation. It underscores how we align a company's goals with its workforce's efforts, which leads to sustainable growth and increased shareholder value.

Tackling challenges of fast evolving markets

Interview with the Global VP of M&A of a Fortune 500 Electronics Distributor

Could you tell us a bit about your company and its operations?

We are a Fortune 500 distributor specializing in electronics components to OEM manufacturers.

What were the main goals driving your M&A initiatives?

We aimed for global expansion of our business and industry consolidation. We wanted to transition from being solely a distributor to becoming a global logistics provider, adding more value for our globally operating customers.

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What challenges did you encounter during this transition?

We had to shift our corporate culture from treating every customer the same - just going after market share - to a more differentiated service model guided by profitability. This required us to reorganize our company to be more efficient and financially savvy. We needed to align everyone in the company under one unified goal and vision, enhancing our management team's business awareness and acumen. We needed our new leaders, many of whom came from a sales background, to understand how business decisions impacted share price, which related directly to our access to the capital we needed to execute our expansion strategy.

Why did you choose Tilt Global?

We chose Tilt Global because they spoke our language better than many of our people did at the time. They offered ongoing support, which was crucial for implementing the operational changes we needed for our strategy to succeed. Their program was also adaptable to our specific challenges, making it highly relevant and practical for our needs.

What made Tilt Global's super-accelerator so impactful?

The program was intensive, covering a lot of ground in a short period. It required collaboration beyond individual capabilities, which fostered a deeper understanding among participants about their colleagues and the company's operations. The ability to practice new concepts in a safe, lab-like environment was also highly appreciated by everyone involved.

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What were the main outcomes of your work with Tilt Global?

We identified leaders capable of driving our global expansion vision. The program led to a reorganization focused on efficiency through a differentiated service model, cost management, and profitability. We also re-aligned pay plans and incentives with the company's financial goals, making employees feel more involved and responsible for their contributions to shareholder value.