



Workforce Intelligence

A Powerful Solution For Post-M&A Alignment

Whether your merger is on the cards, underway, or far behind you – connected workforce insights and connected HR technology is essential.

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Dealing With A Merger Or Acquisition?

HR is a key player in a merger's success – and many mergers fail. Research by [Deloitte](#) shows that almost 30% of failed M&As cite “cultural integration” issues as a root cause, pointing to the importance of aligning not just values, but also skills, systems, and ways of working.

The integration of people, processes, and platforms can take years – and a lot of effort. If you're an HR leader navigating (or still cleaning up after) a merger, you know just how hard it can be to bring fragmented teams together under one clear workforce strategy.

Even if the M&A is years behind you, your workforce data is probably still fractured. Your teams might still operate in silos. And you may still be guessing when it comes to identifying who can do what across your business – and where the real gaps are.

After an M&A, companies often inherit:

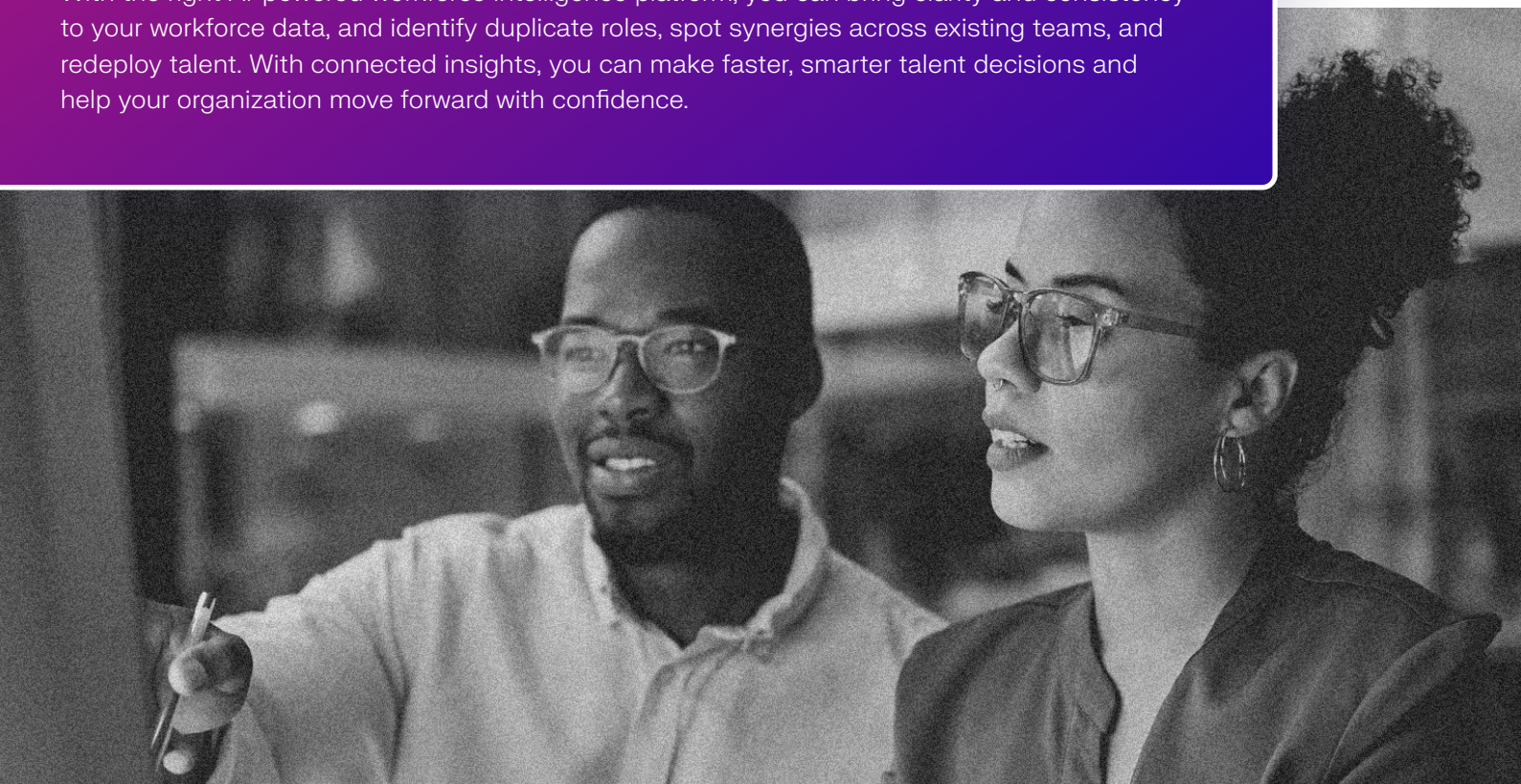
- Multiple organizational structures and job families
- Redundant roles or unclear role definitions
- Siloed HR systems that don't talk to each other (the “bifurcated tech” challenge)
- Overlapping talent – often with untapped potential
- A lack of visibility into workforce capabilities across entities

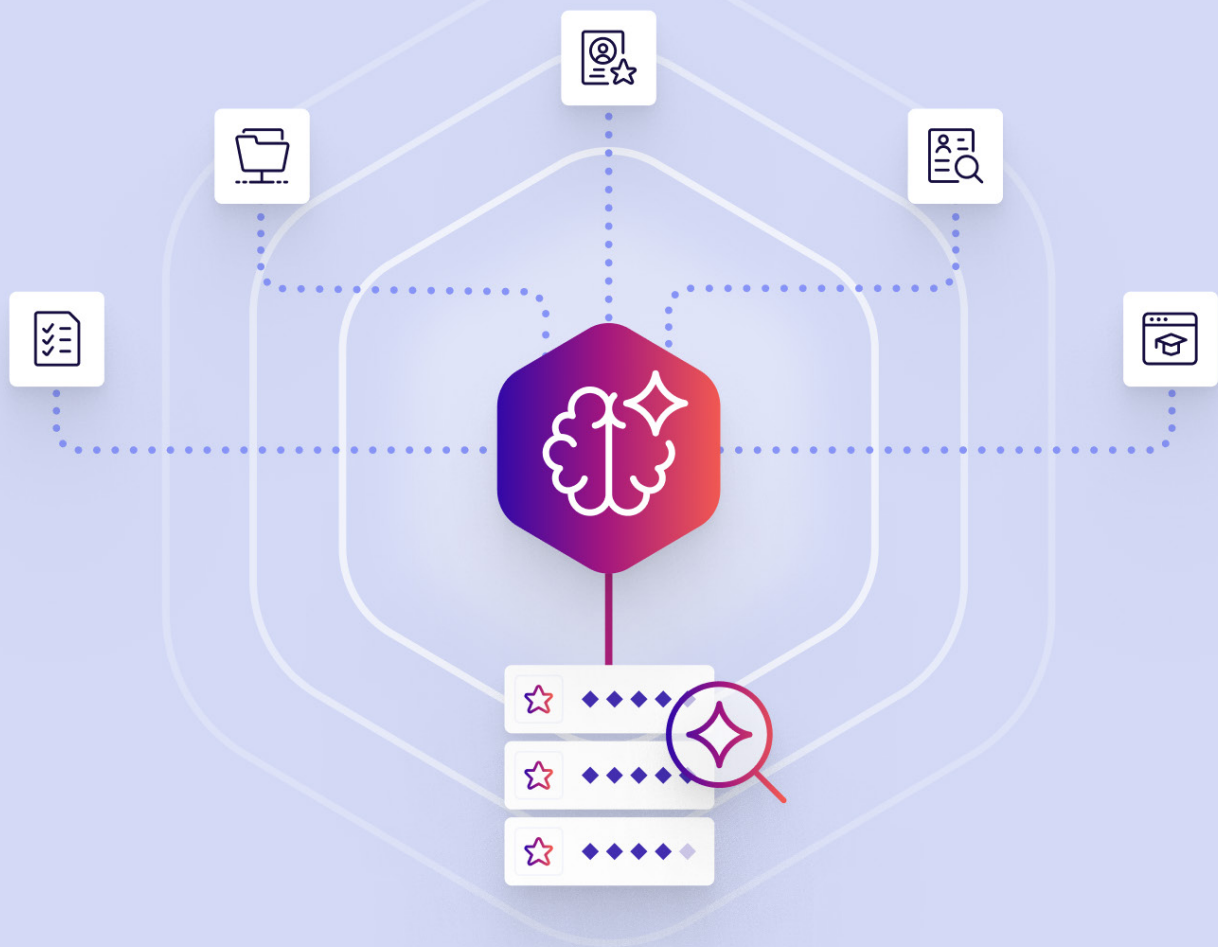
These challenges don't disappear with time. In fact, they get harder to untangle the longer they go unaddressed – especially when compounded by additional changes like digital transformation, restructuring, or trying to enter new markets.



That's where skills & task intelligence comes in.

With the right AI-powered workforce intelligence platform, you can bring clarity and consistency to your workforce data, and identify duplicate roles, spot synergies across existing teams, and redeploy talent. With connected insights, you can make faster, smarter talent decisions and help your organization move forward with confidence.





What Is Workforce Intelligence?

Workforce intelligence involves seeing talent and work through the lens of skills and tasks. It connects and interprets workforce data – from HR systems, performance reviews, learning platforms, job descriptions, and résumés – to give you a dynamic, searchable, up-to-date view of:

- The skills your employees actually have (skills supply)
- The work or tasks to be done (demand)
- Where you have critical gaps – or overlaps
- Who's ready for a new role, project, or reskilling path
- How your people's capabilities align to business needs, even as they change.

Today, technological advances means that workforce intelligence can be super relevant, highly accurate – and dynamic.

Due to the ever-changing nature of work, you need a real-time view of the skills you have and need today, the tasks being done, and what you will need tomorrow.



AI-powered tools can help you better understand the skills your workforce (and wider talent pool possesses) – even as they learn and develop

Transparent, ethical AI can be leveraged to:

- Normalize and organize the data that comes from employee resumes and work profiles (even unstructured data)
- Infer the skills someone is likely to have based on their previous experiences (work or training or something else)
- Understand patterns, to suggest where people have potential to add a new skill (it would be adjacent to skills they possess currently)
- Pinpoint where someone could be reskilled or redeployed to fill open positions in your organization – and how best to get them there.

For AI to work most effectively, you need to bring your skills data together – creating a single source of truth, and the appropriate context for AI to make inferences that are true for your specific company. [Connected workforce intelligence](#) (about people and about jobs) is now the foundation for a more dynamic and effective approach to acquiring, managing and retaining talent.

Luckily, AI talent platforms (like Beamery's) provide that connected layer with limited manual input.

Why Workforce Intelligence Solves The Post-M&A Puzzle



1. BRINGS YOUR PEOPLE DATA TOGETHER

Rather than forcing a one-size-fits-all job architecture or taxonomy, workforce intelligence layers on top of your existing systems (whether that is your HCM, ATS or learning platform) – and [harmonizes the data](#) across and between them. You gain clarity without having to rip and replace your tech, and you get insights that are actually relevant to your company and industry – making them more actionable and impactful.



2. HIGHLIGHTS HIDDEN REDUNDANCIES – AND OPPORTUNITIES

You can instantly see where tasks are duplicated, where you're stretched too thin, and where you have high-potential talent you're underutilizing. Not only that, but you can take action on those “build, buy, borrow” – or “assign, acquire, augment, automate”, in the new world – decisions, because systems are connected.



3. ENABLES FAIR, SKILLS-BASED DECISIONS

Instead of relying on legacy titles or assumptions about people from “Company A” vs. “Company B,” you make decisions based on objective data: who has the right skills for the work ahead. With ethical AI making the inference about skills – rather than people who can introduce bias – the AI-powered skills-based approach lets you boost [diversity, equity and inclusion](#) (compliantly).



4. FUTURE-PROOFS YOUR WORKFORCE PLANNING

M&A integration doesn't end when the dust settles. Workforce intelligence helps you adapt as roles evolve, new needs emerge, and transformation continues. With a single, connected view of your workforce – and real skills and tasks data, not just job titles and headcount – companies are totally transforming their approach to [workforce planning](#).



5. BUILDS TRUST AND TRANSPARENCY

Employees often feel uncertain after a merger. A skills-first approach shows them they'll be evaluated and developed fairly – based on what they can do and where they can grow. This is about filling gaps with speed and precision, retaining top talent, and unlocking potential – so you can save time and effort across the entire HR function.



A CHRO's Post-Merger Guide To Building Unified Workforce Intelligence

Even years after a merger, many organizations are still navigating fragmented systems, duplicate job roles, and inconsistent definitions of skills.

In fact, over 60% of failed M&A deals cite integration issues as a primary reason ([Forbes](#)).

If your workforce data still reflects the legacy of two (or more) companies, this is your opportunity to unify and future-proof it: with a connected, skills-based approach.



Step 1. Align on a shared workforce strategy

Begin by working with your executive and HR leadership to define a single, unified workforce vision.

This includes:

- ☐ Agreeing on the business-critical skills and capabilities that will define success in the merged company
- ☐ Mapping long-term talent priorities to business goals (e.g. expansion, innovation, digital transformation)
- ☐ Identifying the role of internal mobility, hiring, and reskilling in supporting that vision

This alignment helps you define the 'why' behind every people decision you'll make going forward.



Step 2. Capture real-time skills data (with AI)

To unify your workforce intelligence, you need to understand what skills already exist in the organization, and where. AI can dramatically accelerate this by:

- ☐ Mining data from job descriptions, CVs, learning systems, and performance tools – even if the data is unstructured
- ☐ Identifying individual and team-level skills, at scale
- ☐ Continuously updating this data to reflect new inputs and changes in the workforce

This step lays the groundwork for all future planning, so you're not relying on outdated or fragmented assumptions.





Step 3. Build a unified, dynamic framework of skills & tasks

Next, you need to standardize how your organization defines and organizes work. Post-merger, this means:

- ☐ Reconciling legacy skill definitions across both entities
- ☐ Grouping and labeling skills in a consistent way across HRIS, ATS, and LMS platforms
- ☐ Ensuring your resulting job architecture is flexible enough to adapt as roles evolve and new capabilities emerge
- ☐ Embedding labor market insights to ensure you can easily see the cost and availability of certain skills, as well as their relative “popularity” with competitors

This is not a one-time task. A smart skills and task taxonomy should be dynamic, with AI helping keep it current and relevant – and insights from the wider labor market embedded.



Step 4. Create a connected workforce intelligence Layer

With standardized work data in place, integrate it across your tech stack. This step turns siloed systems into a unified source of truth by:

- ☐ Creating a data layer that connects your ATS, HRIS, LMS, and performance tools
- ☐ Ensuring that skills and task data flows seamlessly between system
- ☐ Powering consistent, skills-based decisions across talent acquisition, development, and planning

Platforms like Beamery are built to sit on top of existing systems, removing complexity – not adding to it.



Step 5. Use real-time intelligence to spot critical skills gaps

Once systems are connected, you can start generating live, actionable insights. For example:

- ☐ Where do you have strengths and surpluses?
- ☐ Where are you lacking critical capabilities?
- ☐ What roles or departments are most at risk as priorities shift?

With AI, these insights can be surfaced instantly and updated continuously – enabling rapid, informed responses.



Step 6. Shape a targeted build, buy, borrow strategy

Use those insights to make smarter workforce plans, and decisions throughout the talent lifecycle. You can now:

- ☐ Build: Identify employees with adjacent skills and reskill them into new roles
- ☐ Buy: Hire external talent where critical gaps exist and cannot be closed internally
- ☐ Borrow: Use contingent or project-based workers for short-term needs or emerging capabilities
- ☐ Bot: [Automate the tasks](#) that are repetitive and time-consuming for staff.



Step 7. Scale reskilling and redeployment with confidence

After a merger, role duplication and organizational change are inevitable. But with connected data about skills and tasks:

- ☐ You can spot where talent can be transitioned into new roles
- ☐ You can identify employees with high potential to reskill
- ☐ You can provide clear pathways for internal mobility – backed by learning and support

This isn't just an efficiency play. It protects institutional knowledge and supports a more equitable talent strategy.



Step 8. Don't go it alone: Make AI your operational advantage

Unifying workforce intelligence is complex, but it doesn't have to be slow. With a partner like Beamery, CHROs get:

- ☐ AI tools to rapidly map, analyze, and update skills data
- ☐ Seamless integrations across SAP, Workday, and other core systems
- ☐ Expertise to guide your taxonomy, strategy, and rollout – at scale

The right tech partner doesn't just provide data. They accelerate transformation, reduce risk, and help you stay ahead.

[Download PDF checklist](#)





Get started today

Post-merger, CHROs face a pivotal opportunity: unify your workforce data now, or carry the cost of fragmentation for years to come.

With AI-powered, connected skills and task intelligence, you can:

- Make faster, smarter people decisions
- Improve agility and precision across the business
- Deliver real ROI from your existing HR systems

Even if your merger happened years ago, it's not too late to unlock the potential of your now-combined workforce. Workforce intelligence gives you the visibility, structure, and shared language to finally align your people with your business goals – no matter where they came from.

You already have the raw ingredients. This is how you bring them together – quickly, and at scale – to unlock the investments you've already made.

Get in touch





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