

BUSINESS CASE

Professionalizing team due
diligence during a pre-
acquisition process

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Challenge

A national investment fund with a presence in several European countries was in the exclusivity phase for acquiring a new company into its portfolio. The fund specializes in investing in small and medium-sized enterprises across different sectors, driving their growth and consolidation strategies.

As part of the pre-acquisition process, the fund needed to professionalize the due diligence of the management team in a technology company. It aimed to gain deeper insight into the profiles and potential of professionals in key leadership positions, thereby enabling more informed strategic decisions.

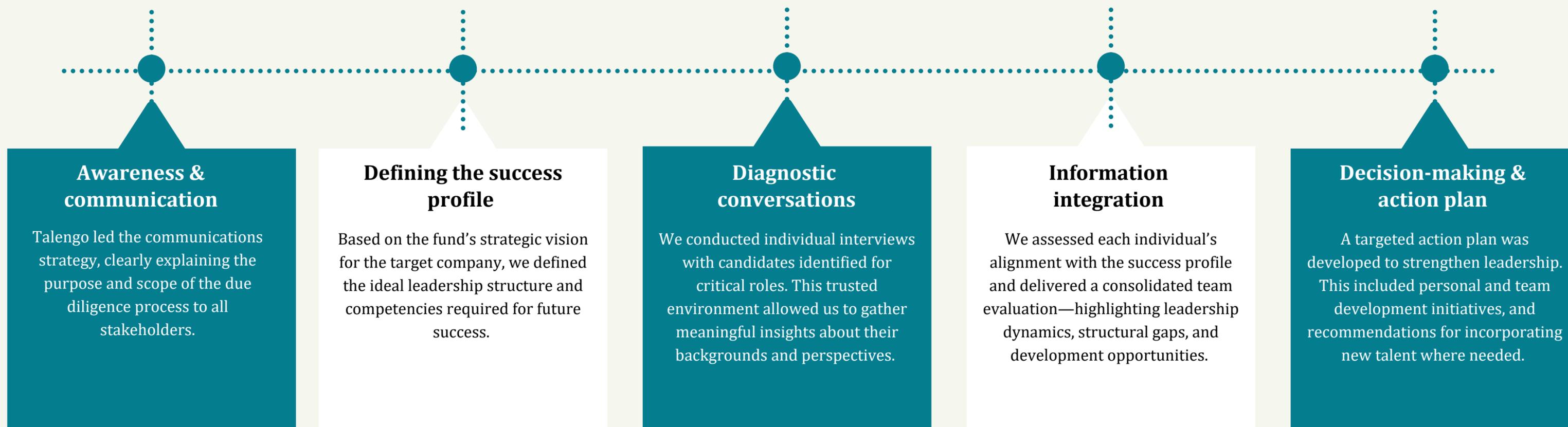
Given the sensitive nature of the process, continuous support and ongoing communication with all professionals—both from the fund and the target company—were essential. Establishing a strong project team and aligning on a shared work plan were key to ensuring clarity and reducing uncertainty.

Talengo's team, with extensive expertise in Private Equity, stepped in as an integral partner. Beyond identifying new talent, we focused on unlocking and enhancing the capabilities already present within the organization.



Implemented solution

The project was structured around the following key phases:



The depth of Talengo's diagnostic proved highly valuable in enhancing the fund's understanding of the target company's team. Uncovering blind spots related to key professionals and their working dynamics enabled a shift from intuition to evidence-based insight—bringing greater confidence and rigor to strategic decision-making, reducing operational risk, and increasing the likelihood of success.



Results & impact

The professionalized team due diligence process allowed the fund to:

- **Establish an objective, rigorous process** that reduced bias and increased the reliability of outcomes.
- **Identify potential “red flags” and success levers** in the people domain—factors that could influence investment terms.
- **Prioritize human capital** as a key consideration alongside financial and commercial due diligence.
- **Increase transparency and perceived fairness** among the evaluated professionals.
- **Use present data to forecast future potential**, enabling timely contingency plans.

The deal closed with a majority investment in the portfolio company. In addition, the strategic plan included development and support actions recommended by Talengo, which will be implemented by the firm.



Key success factors

- **Deep understanding** of the fund's needs, market, and sector.
- **Expert project team** combining assessment methodology and Private Equity experience.
- **Value proposition** blending agility and conceptual depth with delivery quality and sensitivity.
- **Neutral external partner role** bridging both parties, offering objective insights through validated methodologies.

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Maximize the impact of team due diligence—discover our approach.

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