

Decisions — Tiny Case Study 2

XYZ Corp has acquired a competitor ZYX Corp, which (among other things) happens to use different software for employee benefits management. XYZ Corp solution is built in-house with a very talented and dedicated team. The software is very flexible, meets every need of XYZ Corp, and the team behind it has a lot of respect from the management. The ZYX Corp purchased their system from a vendor, at a fraction of the cost.

Unfortunately during integration analysis, the feature set of both systems does not perfectly overlap—and the differences are significant (XYZ corp would need significant development costs to implement them, and XYZ's features are not supported by the vendor software that ZYX purchased).

There is a cost of supporting both systems, and management is leaning towards a single system solution.

Questions:

1. What analysis would you perform to decide on the way forward?
2. What technologies/solutions would you attempt to implement?
3. How would you convince upper management of your plans?