Case Study

How Decisions Streamlined Post-M&A Integration and Unlocked $100K+ in Annual Savings with Microsoft 365

As Decisions expanded through **strategic acquisitions**, each newly acquired business brought valuable capabilities, along with its own collaboration tools, primarily Google Workspace and Slack.

Over time, these disconnected environments increased operational complexity, making it harder to maintain consistency, access information, and collaborate efficiently across teams.

Building on a successful previous migration, Decisions once again partnered with Bravo Consulting Group to consolidate its collaboration platforms into Microsoft 365, creating a unified, governed environment that could support ongoing post-M&A integration and future growth.

The goal went beyond platform consolidation. It was about establishing a **scalable foundation** for collaboration, stronger governance, and greater operational confidence.

Client:
Decisions

Industry:
Technology / Software

Service Provided:
Post-M&A Microsoft 365 Migration & Integration (Google Workspace and Slack)

The Challenge

Following multiple acquisitions, Decisions faced increasing complexity as teams operated across disconnected collaboration platforms and IT environments:

- Teams working across **multiple platforms and disconnected environments**
- Time spent **navigating and locating information** across systems
- Limited visibility and consistency across business units
- Growing need for **centralized governance and control**
- Increasing IT overhead from managing multiple tools

As Decisions continued to grow, each new acquisition added complexity, making it harder to maintain consistency and operational efficiency. Establishing a **unified, governed environment** became a strategic priority to support future integrations and scale with confidence.

The Bravo Solution

Through its **Migration as a Service (MaaS)** offering, Bravo helped Decisions establish a unified, governed Microsoft 365 environment designed to simplify post-M&A integration and support future growth.

Bravo applied a proven, repeatable migration framework to bring consistency, speed, and predictability to the process while minimizing business disruption.

Building on a successful previous engagement, the team moved directly into execution without requiring a new proof of concept, accelerating time to value and establishing a scalable model for future acquisitions.

A Proven Approach to Confident, Scalable Integration

1. Strategic Planning & Discovery

- Assessed Google Workspace and Slack environments
- Identified dependencies, risks, and migration scope
- Built a detailed, stakeholder-aligned migration roadmap to ensure a controlled and predictable execution

2. Pre-Migration Readiness

- Configured Microsoft 365 environment
- Implemented migration tooling (AvePoint Fly)
- Executed pilot migrations to validate data integrity and reduce risk before full-scale execution

3. Migration Execution

- Migrated **hundreds of users and multi-terabyte datasets**, including:
  - Mailboxes
  - Shared and personal drives
  - Hundreds of Slack channels
- Maintained continuous monitoring with minimal user disruption, ensuring **business continuity** throughout the transition

4. Post-Migration Support & Adoption

- Resolved post-cutover issues quickly
- Delivered training and enablement resources
- Ensured smooth user adoption and long-term platform success

This structured approach ensured a **successful migration** while establishing a repeatable integration model for future acquisitions.

Results and Business Impact

The impact was immediate and measurable, delivering clear financial and operational value.

Cost Savings

- **$100K+ in projected annual savings** through platform consolidation and reduced licensing overhead

Operational Efficiency

- Eliminated the need to switch between multiple platforms
- Enabled faster, more seamless access to information
- Reduced time spent searching across systems

Stronger Governance & IT Control

- Centralized administration within Microsoft 365
- Improved security posture and policy enforcement
- Reduced IT overhead and complexity

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Enhanced Employee Experience

- Created a single, unified digital workspace
- Simplified collaboration across teams and business units
- Reduced friction in day-to-day operations

Strategic Insight Gained

The migration also provided greater visibility into existing data assets, highlighting new opportunities to further optimize data governance, lifecycle management, and long-term accessibility over time.

Client Perspective

*"Working with Bravo is **collaborative and professional** while having laughs on the road to accomplishing business project goals. Both engagements were completed **on time and on budget**, and we anticipate **saving over $100K annually** as a result."*



Pravash Mukherjee
Senior Director of Technology and Delivery at Decisions

Looking Ahead

With a unified Microsoft 365 environment in place, Decisions now has a stronger foundation to support continued growth.

A repeatable integration model allows the organization to approach future acquisitions with greater consistency, reduced complexity, and more confidence in its technology environment.

What began as a platform consolidation initiative has become a scalable foundation for long-term operational success.

Build a Stronger Foundation for What's Next.

Whether you're integrating acquisitions, consolidating platforms, or modernizing your Microsoft environment, Bravo can help you reduce complexity and move forward with confidence.

Let's talk about what's next for your organization.

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About Bravo

Since 2007, Bravo Consulting Group has helped mission-driven organizations modernize complex Microsoft environments, build confidence in their data, and turn trusted information into answers they can act on.

Our expertise spans Microsoft 365, Azure, data security and governance, AI, and analytics. With 3M+ Microsoft users supported, we bring proven expertise to complex, large-scale technology initiatives.

What sets Bravo apart goes beyond technology. Our people-first approach is grounded in three principles: Be Kind. Bring Value. Rise Together.

We combine technical expertise with a genuine commitment to our clients' success, helping organizations build trusted foundations and achieve lasting impact.

Learn more at bravocg.com

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