

## CASE EXAMPLE #1– ACQUISITION

**CHALLENGE:** Accelerate decisions and actions to drive successful integration and realization of synergies and geographic expansion following acquisition of Company “A” by Company “B.”

**VALUE ADDED:** Evaluated synergy thesis and expansion goals and then conducted comprehensive assessment of all Company A personnel and locations: Defined specific actions around talent management (promotions, terminations, reassignments); identified talent retention risk and retention strategies beyond compensation based on criteria for motivations to stay. Within three months completed assessment and briefed findings with leadership team including specific retention, development, termination and org structure decisions, including termination of several key leaders and promotion of alternative leaders.

**IMPACT:** Successful realization of synergies and geographical expansion significantly ahead of anticipated timeframe.

## CASE EXAMPLE #2– NEW CEO

**CHALLENGE:** Prepare the acting CEO, the Board, and the incoming CEO for transition after the retirement of the longtime (thirty years) founding CEO.

**VALUE ADDED:** Comprehensive assessment of all C-level personnel and their direct-reports: The report and verbal briefings were used by the Board to make significant changes in CEO search criteria and ultimately restart the CEO selection process successfully choosing from a new slate of finalists. Enabled acting interim CEO to make critical personnel decisions.

**IMPACT:** Incoming CEO quickly evaluated recommendations and acted on terminations, promotions and reassignments, reconstituting the executive leadership team within weeks of onboarding.

Full reports (redacted) are available upon request.

## CASE EXAMPLE #3- ACQUISITION

**CHALLENGE:** Transition from a founder led CEO to a PE backed CEO focused on delivering financial results.

**VALUE ADDED:** Comprehensive assessment of all personnel. Worked with new CEO and founder to smoothly and effectively transition out the founder and move the new CEO to full authority 12 months ahead of transition plan. Worked with new CEO and leadership team to institute professionalization of management practices throughout the organization, enabling a return to growth within two quarters of the acquisition.

**IMPACT:** Continued work with the leadership team throughout the investment to realize greater than 2x MOIC and greater than 30% IRR inside of three years.

## CASE EXAMPLE #4- ACQUISITION

**CHALLENGE:** After PE acquisition of severely undermanaged Company “3,” aligned with newly installed leadership on investment thesis for business turnaround and mapped with organizational and talent needs.

**VALUE ADDED:** Comprehensive global assessment across US, Asia Pacific, Europe, and Israel to define specific risks and gaps; restructure opportunities; priorities for termination, reassignment, retention, and targeted development; plan for culture-shift, management training and collaboration training. Supported CEO and leadership team over four years.

**IMPACT:** Full transition to US headquartered business within 18 months, increased enterprise value by 4x in 4 years.

Full reports (redacted) are available upon request.

# Samples of work product are available upon request.

- Because every case is different, each report is unique.
- See examples of the level of detail and customization we provide.
- Includes samples of real work product provided to our clients, including situation analyses, assessment reports, dossiers with individual talent profiles, rankings, development needs, and concrete strategic recommendations.

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