

Governance Consulting Services



The Consulting Operating System
for Mid-Market Excellence

- Built for CEOs, Boards, and PE Sponsors who demand measurable results

CONSULTING OPERATING SYSTEM

Five integrated layers.
One unified performance engine.

TAG

CONSULTING

- 01 STRATEGY & ALIGNMENT
- 02 OPERATIONAL EXCELLENCE
- 03 TALENT & LEADERSHIP
- 04 FINANCIAL DISCIPLINE
- 05 TECHNOLOGY & DATA

MID-MARKET EXCELLENCE

Who We Are



FOUNDED BY OPERATORS

Founded by operators, not theorists. Our principals have held C-suite and functional leadership roles inside the companies we now advise



SECTOR-FOCUSED

Sector-focused. We go deep in industrial services, healthcare services, professional services, and distribution — the verticals where mid-market complexity is highest.



SYSTEM THINKERS

System thinkers. We do not solve one problem at a time. We install a Consulting Operating System (COS) that aligns strategy, operations, talent, finance, and technology into a unified performance engine.



RESULTS-OBSESSED

Results-obsessed. Every engagement is scoped around measurable outcomes — EBITDA expansion, working capital improvement, talent retention, and enterprise value creation.

Mid-Market Companies Face a **Structural Disadvantage**

Too large to be nimble. Too small to have enterprise-grade systems. **The gap is where value gets destroyed.**

OF MID-MARKET CEOs

67%

Report their operating model cannot scale beyond current revenue without breaking.

AVERAGE TENURE

2.4 yrs

of a mid-market CFO — chronic financial leadership instability at the worst possible time.

OF STRATEGIC PLANS

82%

Fail to translate into operational reality within 18 months of board approval.

VALUE DESTRUCTION

\$4.2M

Average annual EBITDA impact of misaligned cross-functional leadership in a \$50M–\$250M company.

TALENT GAP COST

3x

The cost of replacing a mid-market senior leader versus retaining and developing an existing one.

PE-BACKED COMPANIES

54%

Miss their Year 1 100-day plan targets due to pre-close operating model misdiagnosis.

*“Mid-market companies do not have a **strategy problem**. They have a **translation problem** — the strategy exists, but the operating model, the talent, and the data cannot carry it.”*

— TAG CONSULTING, FOUNDING THESIS

TAG was built on a single conviction: that the difference between a mid-market company that **scales** and one that **stalls** is not the quality of its leadership or the strength of its market position — it is whether the company has an operating system that connects every layer of the business into a **coherent, self-reinforcing performance engine**. That is what we install.

Introducing the TAG Consulting Operating System

Five integrated layers. One unified performance engine.

COS FRAMEWORK



The COS is not a menu of services. It is an integrated operating architecture — each layer reinforces the others.

Layer 1: Strategy & Alignment

From vision to executable operating priorities — in 30 days.



Layer 2: Operational Excellence

Margin expansion through process precision — not headcount reduction.

01



Process Diagnostic:

We map every revenue-generating and cost-driving process at Level 3 detail, identifying constraint points, handoff failures, and quality escapes that erode EBITDA without appearing on the P&L.

02



Margin Recovery Roadmap:

Every diagnostic produces a prioritized roadmap of operational improvements ranked by EBITDA impact and implementation speed — typically identifying 150–300 bps of recoverable margin.

03



Lean Operating Model:

We implement Lean principles — not as a manufacturing tool but as an enterprise operating philosophy — reducing waste across operations, sales cycles, procurement, and G&A.

04



Quality & Compliance Architecture:

For regulated industries, we build compliance into the operating model so that quality is a competitive advantage, not a cost center.

05



Supply Chain & Vendor Optimization:

We assess vendor concentration, procurement leverage, and inventory velocity to unlock working capital and reduce input cost volatility.

Layer 3: Talent & Leadership

The operating system is only as strong as the people running it.

Leadership Architecture

We assess the full leadership team against the company's **next-stage operating requirements** — not today's needs, but where the company must be in **24 months**. We identify gaps, misalignments, and succession risks before they become crises.

DELIVERABLES

- ✓ Leadership Capability Assessment
- ✓ Role Clarity Matrix
- ✓ Span of Control Analysis
- ✓ Succession Risk Map

24_{mo} Forward-looking assessment horizon — building for where you're going, not where you are.

Talent Density & Culture

We build the talent systems — performance management, compensation architecture, development pathways, and cultural operating norms — that **attract, develop, and retain** the mid-market's most capable operators.

DELIVERABLES

- ✓ Performance Management Framework
- ✓ Compensation Benchmarking
- ✓ High-Potential Identification
- ✓ Culture & Engagement Architecture

3x The cost of replacing a senior leader versus retaining one — culture systems pay for themselves.

Layer 4: Financial Discipline

The financial architecture PE sponsors expect. Built for operators who need to run the business.



Day 1

FINANCIAL VISIBILITY

We build the management reporting infrastructure so leadership has P&L, cash, and KPI visibility on day one of each month — not day 15.



13-Week

CASH FLOW CADENCE

Rolling 13-week cash flow forecast implemented as a standard operating discipline, not a crisis tool.



Zero-Based

BUDGETING MODEL

Annual budgets built from first principles against strategic priorities — eliminating legacy spend and aligning capital to growth.



Real-Time

KPI DASHBOARD

Custom executive and board-level dashboards connecting financial and operational performance in a single unified view.



3-Statement

FINANCIAL MODEL

Fully integrated P&L, balance sheet, and cash flow model built for board review, lender compliance, and M&A readiness.



Board-Ready

REPORTING PACKAGES

Monthly board reporting packages designed to the standard of institutional investors and sophisticated PE sponsors.

Layer 5: Technology & Data

The right systems at the right time — configured to run your business, not consume it.



Technology Audit & Roadmap

We assess the current technology stack against business requirements — identifying redundancies, gaps, and risks. The output is a prioritized technology roadmap aligned to the operating model, not vendor relationships.



Data & Analytics Architecture

We define the data model, reporting hierarchy, and analytics capabilities the company needs to move from backward-looking reporting to forward-looking decision support. This includes KPI taxonomy, data governance, and BI platform selection.



System Integration & Automation

We identify and implement high-ROI automation and integration opportunities — reducing manual work, eliminating data silos, and accelerating operational cadence across finance, operations, and commercial functions.



Cybersecurity & Compliance Readiness

For companies approaching exit, institutional financing, or regulated market entry, we build the cybersecurity posture and data governance documentation required by acquirers and lenders.

Where Every Engagement **Begins**

A structured 30-day assessment across all five COS layers. No assumptions. No generic recommendations.

Stakeholder Immersion

Structured interviews with the CEO, CFO, COO, functional leaders, and board members. We listen before we prescribe.

Output: Organizational Narrative Map

Process Observation

On-the-ground observation of core operating processes — sales cycles, service delivery, financial close, talent processes. We see what documents cannot show.

Diagnostic Readout

Board-ready presentation of findings, priorities, and proposed engagement model. The Diagnostic Readout becomes the governing document for the full engagement.

Day 30 Deliverable — Board-Ready

1
WEEK 1

2
WK 1–2

3
WK 2–3

4
WK 3–4

✓
DAY 30

Data & Systems Review

Deep-dive analysis of financial statements, management reporting, operational metrics, HR data, and technology systems. We quantify the gap between what the business thinks is true and what the data shows.

Synthesis & Prioritization

All findings synthesized into a single integrated view of the business across all five COS layers, with recommendations ranked by value impact and implementation complexity.

The TAG Mid-Market Maturity Model

Every company starts somewhere. Our job is to move you from where you are to where you need to be — systematically.

TAG

CONSULTING

MATURITY PROGRESSION



STAGE 01

Reactive

⚠️ VALUE AT RISK

- Operating decisions driven by instinct and crisis management.
- Financial visibility is delayed — no reliable reporting cadence.
- Strategy is informal and undocumented.
- Leadership roles are overlapping and undefined.

STAGE 02

Structured

🛡️ VALUE PROTECTED

- Core processes defined but inconsistently followed.
- Financial reporting exists but lags behind operational reality.
- Leadership team in place but lacks shared operating language.
- Value is protected but not actively growing.

STAGE 03

Aligned

📈 VALUE GROWING

- Strategy, operations, talent, and finance are fully connected.
- Operating cadence is running across all functions.
- Leadership team accountable to shared metrics and OKRs.
- Value is growing systematically and measurably.

STAGE 04

Scalable

★ MAX ENTERPRISE VALUE

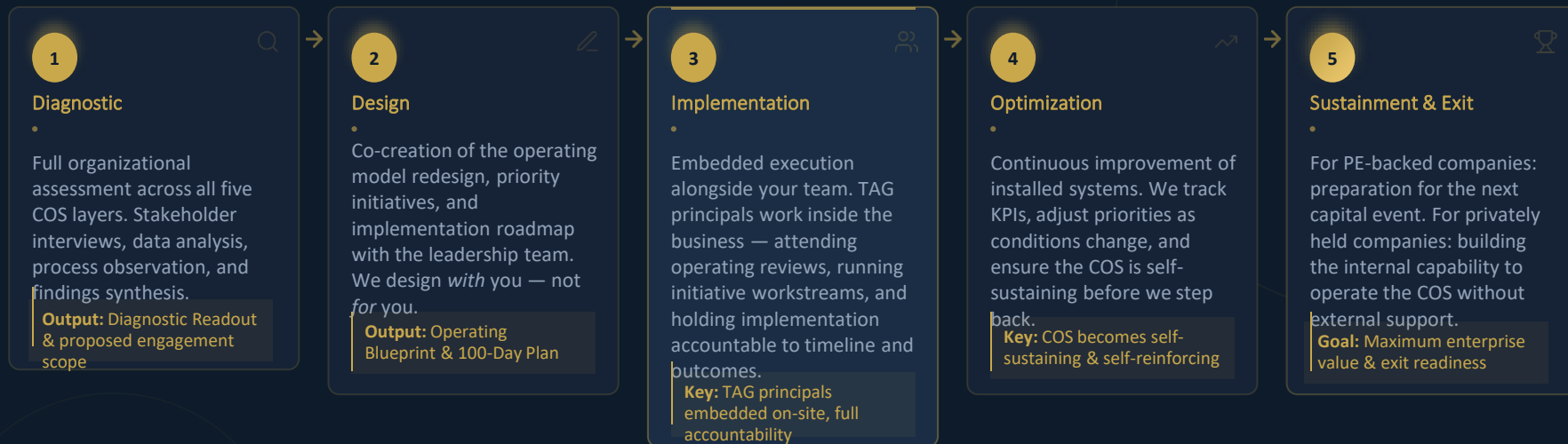
- The operating system runs independently of any single leader.
- M&A integration is repeatable and systematized.
- Exit readiness is continuous — not a pre-transaction sprint.
- Maximum enterprise value is achievable and sustainable.

The TAG Diagnostic places your organization precisely on this model. The COS moves you through it.

● ● ● ● MATURITY SCALE

How We Work: The TAG Engagement Model

Embedded. Accountable. Results-driven. *We are not a report-and-leave firm.*



What You Receive: TAG Deliverables

Tangible, board-ready outputs at every stage — not consulting decks, but operating tools.



01

Diagnostic Readout

Board-ready assessment across all five COS layers with prioritized recommendations and a clear value capture roadmap.



02

Operating Blueprint

A comprehensive redesign of the operating model — org structure, process architecture, leadership roles, and decision rights.



03

100-Day Plan

A sequenced, owner-assigned implementation plan with weekly milestones, resource requirements, and risk mitigation protocols.



04

KPI & Reporting Infrastructure

Executive dashboard, board reporting package template, and management reporting calendar — fully built and operational.



05

Leadership Capability Assessment

Individual and team-level assessment with development plans, succession maps, and role clarity documentation for every senior leader.



06

Exit Readiness Package

For PE-backed companies: CIM-ready operational data room, management presentation, and quality of earnings preparation support.

| The TAG Difference

We are not another consulting firm. Here is why that matters.

TAG
CONSULTING

✗ THE TRADITIONAL CONSULTING APPROACH

- ✗ Junior analysts do the work while partners make appearances at key milestones.
- ✗ Recommendations delivered in a deck — implementation is your problem.
- ✗ Generic frameworks applied to your specific situation with new branding.
- ✗ Engagement measured in hours billed, not outcomes delivered.
- ✗ Deep expertise in one function — strategy, finance, or operations — but not all three simultaneously.
- ✗ Disengages at the first sign of organizational resistance.

VS

✓ THE TAG APPROACH

- ✓ Senior principals embedded inside your business from day one through full implementation.
- ✓ We own implementation alongside you — our reputation is tied to your outcomes.
- ✓ The COS is built from first principles against your specific operating context.
- ✓ Engagement structured around measurable value milestones — not time and materials.
- ✓ Strategy, operations, talent, finance, and technology addressed simultaneously as a system.
- ✓ **We run toward complexity and conflict — that is where the value lives.**

Your Next Steps with TAG

A structured path from conversation to operating results.

TAG
CONSULTING

1

🕒 IMMEDIATE

Discovery Conversation

A 60-minute confidential conversation between TAG principals and company leadership. No agenda other than understanding your specific context, challenges, and aspirations. No pitch. No proposal.

🗣️ Just listening.

NO COMMITMENT REQUIRED

2

🕒 WITHIN 1 WEEK

Diagnostic Proposal

TAG delivers a customized Diagnostic proposal scoped to your company's specific situation, sector, and stage. Includes proposed approach, timeline, team, and investment.

📄 **CUSTOM-SCOPED TO YOU**

3

🕒 DAYS 1–30

TAG Diagnostic

Full 30-day organizational assessment across all five COS layers. Structured, rigorous, and confidential. Concludes with the Diagnostic Readout — your complete operating picture and priority roadmap.

🔍 **ALL 5 COS LAYERS**

4

🕒 DAY 30+

COS Engagement

Based on Diagnostic findings, an embedded engagement begins — tailored to your priorities, your timeline, and your definition of success. Measured, milestone-driven, and accountable.

📈 **RESULTS-DRIVEN & ACCOUNTABLE**

SCHEDULE YOUR DISCOVERY CONVERSATION:

✉️ info@thibodeauxadvisorygroup.com

🌐 <https://thibodeauxadvisorygroup>

The gap between where your company is
and where it needs to be is not a strategy problem.

It is an **operating system problem.**

We build the system.

TAG CONSULTING — THE CONSULTING OPERATING SYSTEM FOR MID-MARKET EXCELLENCE



Schedule Your Discovery Conversation



info@thibodeauxadvisorygroup.com



https://thibodeauxadvisorygroup.com