

From $-\$600\text{k}$ Month Loss to EBITDA Stabilization

2025 | 8-Month Initiative

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Situation

- Private equity-backed, multi-site healthcare platform
- Experience rapid financial decline following aggressive growth and integration
- Organization losing approximately \$600k per month
- Operational inconsistency and leadership misalignment across locations.

Problem

- Negative EBITDA driven by workforce inefficiencies and cost leakage
- Leadership inconsistency impacting execution across locations
- High turnover disrupting revenue continuity and patient experience
- Lack of standardized operating processes limiting scalability
- Compensation models disconnected from productivity and profitability
- Limited visibility into performance drivers restricting decisions

Action

Operational + Workforce Alignment Model:

- Leadership restructuring aligned to execution capability
- Workforce cost optimization tied directly to production and revenue
- Incentive redesign aligned with EBITDA outcomes
- Standardized workflows and accountability structures across all sites
- Retention strategy to stabilize workforce performance
- Real-time reporting dashboards for executive decision-making

Results

- Reversed a \$600k month loss
- Delivered measurable EBITDA improvement
- Reduced turnover by 37%
- Increased retention by 29%
- Strengthened leadership accountability and execution
- Built scalable infrastructure to support growth and acquisitions

Business Impact

- Organization transitioned from a distressed platform to a stable, execution-driven, and growth ready business
- By embedding people strategy directly into operational and financial decisions, protected enterprise value and positioned the company for scalable expansion.
- People strategy is not a function. It is a direct lever of EBITDA & enterprise value.