



Keith Verner — Founding Partner

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Consulting Expertise

- Fractional CEO/COO leadership for growth-stage companies
- Strategic planning, succession, and leadership transitions
- Operational design and capacity modeling
- Culture building and values-based leadership frameworks
- Financial stewardship and contract governance
- Nonprofit and mission-driven culture integration

About

Keith is a seasoned executive consultant and founder of Oxano Group, where he partners with growth-stage companies to scale operations, develop leaders, and prepare for the next stage of growth or succession. He specializes in bridging vision and execution, aligning people, processes, and strategy within rapid growth environments.

Career Experience

Keith has advised businesses and nonprofits ranging from \$1M to \$150M in income, with a focus on professional services and disruptive enterprises. He helps founders and executives step out of day-to-day management and into strategic leadership, while equipping their teams with the systems and structure needed to thrive.

He has guided family-owned and venture-backed companies through scale-up phases and successful exits, blending transformational and values-based leadership with pragmatic operational design. His approach ensures not only growth but also cultures that endure.

Keith frequently collaborates with investment firms, family offices, and educational institutions on leadership development, succession strategy, and operational excellence.