



From Big Plans to Real Change

A practical approach to transformation for mid-market, PE-backed companies

Helping businesses and leaders handle real-world change

Ready to Turn Plans into Real Change?

We help mid-market, PE-backed companies build the systems and leadership habits that make transformation stick.

Start with a 4-6 week diagnostic:

- Quick assessment of how your business runs today
- First Leadership System Pulse
- Practical recommendations for the next 90 days

Then partner with us for 6-12 months to embed lasting change.



The Journey

01

Discover & Baseline

Weeks 1-4: Understand the business and run first leadership pulse

03

Do & Embed

Months 3-9: Support the work and provide ongoing advisory

02

Design & Decide

Months 2-3: Set priorities, adjust structure, establish leadership routines

04

Sustain & Grow

Months 9-12+: Hand over a playbook the team can own



Real Results: The Busy Factory Story

Before

A manufacturing company with 15 "top priorities," confused plant managers, and constant firefighting.

What We Did

Simplified to 3 clear goals, clarified roles and decisions, ran regular leadership pulses, and adjusted as we learned.

After 9-12 Months

Fewer late orders, clearer communication, decisive meetings, and a CEO who felt in control again.

Our Approach: Two Systems Working Together

Business System:

- Clear transformation process with focused goals
- Streamlined org structure and operating model
- Executive advisory for tough decisions

Leadership System Pulse:

- Regular check-ins on team health and alignment
- Track clarity, follow-through, and energy
- Small, real actions based on what we learn





The Real Challenge

Most change efforts fail not because of bad strategy, but because of execution gaps:

- Plans look great on paper, but daily work doesn't shift
- Priorities and decision-making remain unclear
- Leadership teams say they're aligned but act differently
- Problems only show up when it's too late