

Forensic Turnaround Assessment: Maximizing Value Through Systemic Alignment

Precision Diagnostics for High-Stakes Leadership & Operational Transitions

The Value Gap

In high-pressure turnarounds, 70% of failures are driven by human and systemic friction, not financial strategy. Traditional audits identify *what* is happening; they do not diagnose the "Hidden Drag" preventing execution. This invisible friction acts as a tax on your capital, eroding EBITDA before strategy can take hold.

Boone Management Group (BMG) provides the forensic bridge between an investment thesis and operational reality. We identify root-cause derailleurs, such as leadership misalignment, lack of accountability, or systemic breakdown, to ensure your strategy is not sabotaged from within.

The Forensic Output: BMG Turnaround Index™

BMG delivers a High-Stakes Execution Roadmap, a "Go/No-Go" diagnostic of your leadership's capacity to deliver the projected ROI. The BMG Turnaround Index™ categorizes your risk across 3 Pillars:

Pillar 1: Execution Velocity

- **Strategic Velocity:** Speed of board-level intent to floor-level results.
- **Systemic Efficiency:** Eliminating the "scar tissue" consuming capital.
- **Precision Decisioning:** Accuracy in high-stakes, low-information environments.

Pillar 2: Leadership Resilience

- **Leadership Rigor:** Accountability and delegation under extreme stress.
- **Execution Stamina:** Psychological grit and optimism during rapid pivots.
- **Cultural Integrity:** Aligning floor-level behaviors with stated company values.

Pillar 3: Financial Alignment

- **Financial Acumen:** Management's ability to link daily behavior to EBITDA.
- **Stakeholder Continuity:** Mitigating "key-man" risk and internal silos.

The BMG Turnaround Index™: Forensic Heat Map

RED ZONE	YELLOW ZONE	GREEN ZONE
Immediate threats to the investment thesis (e.g., Strategic Lag).	Operational "drag" slowing down the turnaround.	Scalable strengths to be leveraged for growth.



The BMG Differentiator: Why Choose Us

Our approach replaces qualitative "feelings" with surgical forensics.

- **The Scientist-Practitioner Model:** Led by Dr. Melonie Boone (PhD, MJ, MBA, CSSBB), we merge behavioral science with MBA-level operational rigor. We don't guess; we measure.
- **Quantitative ROI:** We move beyond qualitative "feelings." The Boone Alignment Index™ (BAI) provides hard data on leadership risk and scalability.
- **Operational Normalization:** We don't just "coach." We reset boundaries, identify "Scale Creators" vs. "Micromanagers," and ensure your team can handle increased volume.
- **Derailer Identification:** We explicitly flag emotional volatility and lack of integrity—the "soft" issues that hit the bottom line hard.

The Outcome: A secure investment thesis, and neutralized "Hidden Drag" eroding EBITDA. By synchronizing leadership with operational reality, we protect capital from systemic friction and accelerate the path to a high-velocity exit.

The BMG Turnaround Index™:

Forensic Heat Map

The Goal

Move "Red" leaders to "Green" execution or identify the need for replacement before capital is depleted.

BMG Dimension		● RED (High Risk/Distressed)	● YELLOW (Moderate Drag)	● GREEN (Optimized/Aligned)
Pillar 1: Execution Velocity	Strategic Velocity	Strategy stalls at the executive level; 60+ day lag between decision and action.	Strategy is understood but execution is inconsistent across departments.	High-speed translation; board-level intent reaches the front line in real-time.
	Systemic Efficiency	Legacy "scar tissue" and bureaucratic drag consume 15%+ of operational capacity.	Some process optimization exists, but redundant reporting still stalls momentum.	Lean systems; administrative "drag" is eliminated to allow for rapid scaling.
	Precision Decisioning	"Paralysis by analysis"; team is unable to act without 100% of data.	Decisive in familiar territory but stalls during novel or high-pressure VUCA shifts.	Surgical precision; makes accurate, high-stakes pivots with low/ambiguous data.
Pillar 2: Leadership Resilience	Leadership Rigor	Accountability is non-existent; leaders default to "doing" rather than "delegating".	Competent leaders who require frequent guidance to maintain lean efficiency.	Experts who drive results in highly complex situations with no guidance.
	Emotional Stamina	Low HERO scores; team shows emotional volatility or blame-shifting under pressure.	Team recovers from setbacks but struggles with sustained, high-velocity stress.	High psychological stamina; team remains optimistic and efficacious during pivots.
	Cultural Integrity	Significant gap between stated values and actual floor-level behaviors.	Culture is passive; leaders follow rules but don't actively drive the new vision.	Full BAI™ alignment; high-performance behaviors are normalized and rewarded.
Pillar 3: Financial Alignment	Financial Acumen	Leaders cannot articulate how their team's daily behavior impacts the P&L.	Basic understanding of metrics but fails to use them for predictive decision-making.	Every leader manages their function through a commercial lens to maximize EBITDA.
	Stakeholder Continuity	High conflict avoidance or "internal cliques"; significant "key-man" retention risk.	Functional networks exist, but silos prevent cross-boundary alliance building.	High-trust environment; leaders influence others without needing direct authority.