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Leadership and organisation performance for private equity backed companies

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Private Equity backed companies are a unique context for leadership and organisational performance. The board's investment expectations are focused on the management team. The company's lean nature means that every part has to function at a high standard and fast pace, particularly in smaller companies. Many C-Suite leaders have established strong technical competence gained in corporate environments but lack the whole skillset and leadership style required to meet the expectations of the private equity sector.

I provide investment teams, boards and company leadership teams with effective, practical solutions to optimise performance to deliver on the investment thesis:

- *Individual capability* - and how that is applied to business needs
- *Top Team effectiveness* - understanding, building and developing the key leadership skill-sets
- *Organization & Culture* – so that the environment gets the best contribution of all its parts

What I offer to assure that performance:

Assimilation - Getting the right team together

- Organisation design & performance frameworks
- Top leadership talent acquisition
- Leadership transitions

Formation - Establishing top team effectiveness

- Energy, structure, processes & culture
- Leadership tactics for working in P.E. backed environment
- Stakeholder engagement

Acceleration - Performance and impact initiatives

- CEO & key leader effectiveness coaching
- Organisation performance and culture
- Specific skill building (e.g. Innovation, Strategy)

Intervention - Mitigations for breakdown points

- Effective critical conversations
- Facilitated watershed meetings
- Assessments of leadership and organisational capability gaps