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About LinkedIn

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We Help CEOs & Leaders Build High-Performing Teams That Lead Themselves

Speaking Engagements

We Enjoy Speaking To Groups Such As **C12, Convene, Vistage, EO, & Anyone Who Wants To Learn More About Effective Leadership & Building High-Performing Teams.**

Book A Meeting

95%.

That is the percentage of venture capitalists who rate the management team as an important factor in their investment decision. **47%** rank it the MOST important factor — ahead of business model, product, and market size.

Here is the other number every founder needs to know**: 65% of high-potential startups fail because of conflict within the founding team.** Not the product. Not the market. The people at the top.

At Seed the South Founder Day in Charlotte, I had the privilege of sharing a framework for how founders move from being the smartest person in the room to being the CEO of a company that runs without them.

Three transitions every founder will face:

→ **Doer to Hirer** — when you make your first hire who is not you

→ **Hirer to Team Builder** — when those hires become a team, not a roster

→ **Builder to CEO** — when the team can finally run without you, and what changes is you

The entire talk comes down to three words I asked the room to remember:

Humble. Hungry. Smart.

Hire all three, or none. Two out of three is not close enough — it is the dangerous hire that ends companies.

To the founders in the room: investors are not betting on your idea. They are betting that your team can find the next idea when this one breaks. Build the team your company needs.

Grateful to Seed the South for the platform, and to every founder who shared their story in the Q&A.

The Leadership Team Is the Value Creation Plan.

Private equity has mastered financial engineering. The era of generating returns through leverage and multiple expansion alone is over. Bain's 2026 PE report says sponsors now need 12%+ annual EBITDA growth — more than double the historical baseline.

That growth does not come from the deal. It comes from the leadership team executing the value creation plan faster, smarter, and with less friction than the competition.

The research is unambiguous:

🔷 Teams in the top quartile of organizational health generate **3× greater Total Shareholder Return** (McKinsey, 20+ years of data)

🔷 Highly engaged leadership teams produce **21% greater profitability** (Gallup)

🔷 Strong management team quality contributes **0.5–2.0× EV/EBITDA premium at exit** — for every portfolio company, on every deal

🔷 **50–70% of PE portfolio CEOs are replaced during the hold period** — each transition costs 18+ months of momentum (Bain, 2025)

Post-acquisition leadership friction slows integration timelines 30–50%. That is not a soft variable. That is enterprise value sitting on the table.

The most underutilized value creation lever in private equity is organizational health — and the optimal window to invest in it is the first 90 days after closing, not when something goes wrong.

At Leadership Effectiveness, we work with PE-backed companies to diagnose and eliminate the leadership friction that slows the value creation plan — embedded in the operating cadence, mapped to the investment thesis, measured quarterly.

The first conversation is a diagnostic, not a pitch.

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