

WHAT LEADERS SAY

"As a new CEO, Sync-Align gave me a fast, clear read on the strengths and weaknesses of the business, including important issues that could have held us back. More importantly, it moved us quickly past debate to a solution mindset and is driving alignment around a few crucial priorities."

Trey Loughran

Chief Executive Officer, ACA Group

"Sync-Align helped us turn a leadership transition into an opportunity to reset and accelerate. It gave us a clear view of where we were strong, where we needed to improve, and—most importantly—where we needed to align. It helped turn that alignment into action, shaping new ways of working and a sharper execution framework to accelerate growth."

Ben Chernelich

Chief Executive Officer, Symphony

"I wish I had this two years ago."

PE-BACKED CEO

"You've built a portco operating system."

PE TALENT PARTNER

"What kind of magic is this?"

MID-MARKET CFO

HOW THE PROCESS WORKS

A facilitated strategic process, not a report. In two weeks.

The traditional offsite ends in a deck nobody runs on Monday. The hard part isn't *setting* strategy—it's **operationalizing it**. Sync-Align is a **senior-facilitated process**, measured against **your investment thesis**, not **peer benchmarks**, that leaves the leadership team with an operating system they actually run.

TIMELINE

2 weeks

Kickoff to priority stack

DELIVERY

Facilitated

Senior operators, not analysts

FOR

Operators & Investors

Operating partners · CEOs · CFOs · CHROs

DILIGENCE · POST-CLOSE · TRANSFORMATION · EXIT PLANNING · PORTFOLIO VISIBILITY

THE VALUE CREATION ENGINE

ASSESS

Surfaces deep internal viewpoints against the **individual investment thesis**—not "peer benchmarks."

SYNC

Facilitated alignment sessions that **drive clarity** and sync findings across the leadership team.

EXECUTE

Creates **alignment tools to run the business**—not a 25-slide deck.

- ▶ **8-Pillar OBHA** organizational health assessment
- ▶ **KPI scorecard** tied to the deal metrics

- ▶ **Closed-door readout** of strengths and risks
- ▶ **Execution roadmap**—priority, clarify, monitor

- ▶ **Sequenced priority stack** with named owners
- ▶ **Operating cadence** the team runs Monday morning

01

Operational, not advisory

02

Thesis-specific, not generic benchmarks

03

Built for your exit

04

Harnesses the whole leadership team

05

We drive the changes

We start with the end in mind

TARGET TRAJECTORY · ILLUSTRATIVE ENGAGEMENT

EBITDA

\$25M → \$60M

+140%

MULTIPLE

8.5x → 11.0x

+2.5turns

ENTERPRISE VALUE

\$213M → \$660M

+210%

IRR / MOIC

28% / 3.1x

Top-quartile

THREE LEVELS OF ENGAGEMENT

Sync-Align Engagement

Diagnostic, alignment, and the sequenced operating plan.

2 WEEKS · LIGHT-TOUCH**+ Leader 1-on-1s**

Plus a clear-eyed read on the leadership team.

3 WEEKS · TARGETED**+ Offsite Facilitation**

On-site facilitation through to alignment and decisions.

FULL ENGAGEMENT**In two weeks, the team is running the system.**

A 20-minute call is usually enough to establish whether the engagement fits where the portfolio company is today.

Request a walkthrough →**scott@sync-exec.com** · 202.538.1348

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