



Leadership Development Solutions FOR PRIVATE EQUITY

Innovative Approaches, Proven Methods and Research-Based Data to Assess and Develop Leaders Who Impact Results

Our private equity clients rely on us for a complete suite of talent management solutions that deliver results. This integrated approach, along with our deep expertise, is what our clients value and why the majority of our private equity engagements represent repeat business and long-term relationships.

We serve private equity firms that acquire a majority interest in businesses with typically \$3-30 million in EBITDA at the time of acquisition and work across all major industries, including manufacturing, distribution, business services, tech-enabled services, consumer products, healthcare services, oil and gas, infrastructure and consumer services.

Visit keystonepartners.com/services/private-equity-services to learn more.



“The core tenet of successful private equity investing is getting the right managers in the right positions within your investments. We’ve partnered with Keystone Partners on numerous occasions to assess our management talent. Their approach is disciplined and thorough and gives me confidence in the quality of executives we hire.”

- Partner,
Lower Mid-Market Private Equity Firm

“I’ve worked with Keystone Partners and find them to be very knowledgeable about the marketplace overall. They take a proactive approach to bringing the right candidates and companies together. It’s clear they get ‘executive search’ in general and in our case, ‘lower middle-market private equity,’ and how critical the candidate’s cultural fit is to the company’s overall success.”

- Founding Partner,
Lower Mid-Market Private Equity Firm

Trusted Partners With Deep Expertise

With a focused investment thesis, your portfolio company leadership is key to achieving your investment expectations.

Keystone Partners and Career Partners International - Austin has partnered with lower-mid to mid-market private equity firms for more than 30 years. We understand the skills and behaviors that successful portfolio company leaders need to drive top quartile investment returns.

Our leadership development experts are ready to assess, onboard and develop executives who will quickly focus on priorities that impact results and maximize shareholder value.

We analyze and navigate delicate, complex dynamics during or after an acquisition to help ensure your leaders and teams are performing at their highest levels.

Our talent solutions lead to higher performing executives and teams who reduce surprises, maximize returns and help you meet your investment goals.

Leadership Due Diligence

▪ LEADERSHIP INSIGHTS

Baseline a potential portfolio company's culture and executive leadership team to obtain independent and constructive feedback on their strengths, challenges, and gaps. Share results and recommendations that will move the organization forward with a new sense of purpose and urgency.

▪ ONBOARDING

The first 90 days are critical to a new leader or team's success. A formal onboarding process ensures alignment and a focus on essential business goals and objectives.

Executive Selection Assessment

▪ ROLE PROFILE DEVELOPMENT

Use actionable, research-backed data to identify the leadership and cultural behaviors that make a leader successful in the lower-mid to mid-market segments.

▪ SELECTION REPORT

Determine a finalist candidate's cultural fit and how they align with your critical leadership role profile. Includes an executive summary, detailed report and interview questions.

Executive and Team Development

▪ INDIVIDUAL EXECUTIVE COACHING

Hold executives accountable for developing new behaviors and delivering on your goals and performance expectations. Use executive coaching when a CEO or senior leader is slow to adapt to new organizational requirements and expectations.

▪ TEAM DEVELOPMENT SOLUTIONS

Optimize a leadership team's effectiveness for addressing challenges and opportunities that drive real outcomes. Team development builds interactions characterized by trust, open communication, and a willingness to embrace conflict, take risks and innovate.