

THE \$225M DIFFERENCE: HOW ACCOUNTABILITY & RHYTHM DROVE EXPLOSIVE GROWTH

BACKGROUND

A \$300+ million grading contractor engaged our firm during a period of rapid expansion and ownership transition from its original founder to his protégé. While the company's stellar reputation for reliability and "whatever it takes" execution fueled growth, the new CEO felt overwhelmed as all major decisions and challenges flowed directly to him — a common bottleneck for leaders of fast-growing mid-sized companies.

SOLUTIONS

Using a proven mid-sized company governance model, we implemented:

- A defined accountability chart establishing clarity in roles and reporting
- Key processes, job descriptions, and KPIs aligned with growth goals
- Annual and quarterly planning tied to measurable outcomes
- A weekly leadership meeting rhythm focused on accountability, progress, and solving real issues

CONCLUSION

By bringing accountability, rhythm, and structure to leadership, the company transformed its growth trajectory — turning overwhelm into alignment and realizing an additional \$225 million in revenue without sacrificing culture, profitability, or balance.



AT A GLANCE

Challenges

- Leadership and decision-making bottlenecks as the company scaled
- Undefined roles, responsibilities, and accountability structure
- Lack of consistent goal-setting and measurable performance tracking
- No formal management rhythm for meetings and issue resolution

Benefits

- Grew from \$75M to \$300M in under five years
- Maintained high profitability and low turnover in a challenging industry
- Recognized as a Best Place to Work and Best CEO finalist
- Built a sustainable leadership structure that supports growth without burnout

Save money, make money, stay out of trouble, have fun.™