

THE \$500K DIFFERENCE: HOW LEADERSHIP ALIGNMENT DROVE EBITDA ABOVE TARGET

BACKGROUND

A \$20+ million construction services company specializing in new construction finish work, maintenance, and janitorial services engaged our firm to strengthen its leadership structure and improve profitability. The new owner, who had purchased the business from its founder, aimed to grow and position the company for an exit within five to seven years. After taking on outside investment, the company needed to demonstrate consistent sales and EBITDA growth but lacked leadership depth and standardized processes to ensure quality and accountability.

SOLUTIONS

We enrolled the company's leadership team in a year-long program designed to strengthen accountability, communication, and decision-making.

- The owner accepted the challenge, fully engaged in the process, and exceeded the forecasted EBITDA by over \$500K.
- The program aligned the leadership team around a shared vision and revealed which leaders were not in sync with the company's direction—allowing for necessary personnel changes.

CONCLUSION

By investing in leadership alignment and governance discipline, the company turned management development into measurable financial results—adding over \$500K in profit while creating a stronger, more scalable organization ready for future growth and exit.



AT A GLANCE

Challenges

- Minimal management structure beyond the owner
- Lack of standardized processes and clear accountability
- Investor pressure to show steady financial performance
- Need for scalable leadership and systems to support future exit plans

Benefits

- Exceeded EBITDA target by more than \$500K
- Created a cohesive and accountable leadership team
- Improved communication and operational consistency across divisions
- Positioned the company for sustainable, investor-ready growth and future exit

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