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Leadership Deep Dive

March 31

Operating partners, advisors and portco CEOs speaking at the Operating Partners All-Access networking session on March 31 were united in their lessons from the pandemic; doubling-down on company core values and communicating them clearly to the business and to customers is essential to both day-to-day operations and recovery from the crisis.

'Leading Through Disruption' was the second knowledge-sharing event in the program and the key observations looked at how to exit the pandemic and what that means for leadership:

- Virtual meetings mean "there's this efficiency that we've found that is quite interesting and would be nice to carry on" after the pandemic has passed. "Some of us didn't realize all the heat loss we had from traveling."
- "We installed a Project Management Office-like process. That has been incredibly powerful. I found that creates a mindset of...accountability. Something like a PMO I've used repeatedly with portcos. It seems to be absolutely essential."
- "Our revenue volumes collapsed. We doubled down and made an investment in our people in the field and made sure we took care of them. At an exec level we took pay cuts...I had to lay off 60% of our corporate staff." But by year-end "we were able to triple the business."
- "People under the age of 33 only know a world of up. They have no idea what a crisis is. It's a very important thing to teach people to be ready for the ups and downs. The most innovative business leaders are those who always simulate crises. I think the best companies showed that a crisis is the mother of invention."
- One firm is understood to be telling its staff "that you can work from where you want but you have to be in the office for 40 days a year. And you have to pay for it."



Ted Bililies
Managing Director &
Chief Talent Officer
AlixPartners



Hami Ebrahimi
President
Protech Automotive
Solutions



Jason Erdell
CEO
Aspiration



Ignacio Giraldo
Partner
TPG Growth



Nick Winter
Managing Director,
Head of North America
Portfolio Operations
Värde Partners

Request a demo to find out more, or join today, and join us for the **Operating Partners Interactive Working Groups on April 29.**



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Join the most influential operating partners community

Operating Partners All Access provides you with unrestricted, year-round access to a community of peers with networking and deep knowledge sharing opportunities.

Upcoming gather-and-learn opportunities:



April 29



May 13



June 3-4



July 27



To view the full calendar of events visit:
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