

CFOs & COOs Fall Roundup All Access

November 16, 2021

Eastern Standard Time (EST) - Available anywhere

CFOs & COOs Fall Roundup agenda

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10:00 PEI welcome

10:05-10:40 Keynote Interview

10:45-11:30 How the increasing versatility of CFOs is driving firm success

- Assessing CFO influence in moving the firm forward
- More than finance: strategically navigating the back office, HR, IT, IR, etc.
- How are CFOs effectively managing their time when working on both firm finance and assisting deal teams?
- Identifying innovative ways for finance and operations to contribute to the strategic growth of the firm
- Ensuring a connected and cohesive firm through cross-functional engagement
- Adopting technology to assist with the increasing demands of the CFO role

11:30-11:45 Networking break

11:45-12:45 Interactive Roundup Discussions

ROUNDUP A

Fundraising in a post-pandemic environment

- How has the industry adjusted to a new fundraising paradigm?
- How instrumental have placement agents been in the fundraising process?
- What is the LP appetite for continuing virtual meetings and how is it shaping communication approaches?
- What can we expect in 2022 for fundraising strategies?
- Projecting the level of LP investments in the year to come

ROUNDUP B

Fostering a collaborative relationship with outsourced partners

- How the COVID-19 pandemic influenced the working relationship between GPs and third-party service providers
- Examining the cost-benefit of outsourcing vs keeping functions in-house
- Establishing agreed upon metrics to promote a transparent and results-driven relationship
- Ensuring the firm and service providers are not duplicating tasks
- Bolstering your third-party due diligence process
- Engaging with services providers on a consistent basis to direct strategic decision-making

ROUNDUP C

Gauging the impact of tax reform on private funds and portfolio companies

- How involved are CFOs with tax reporting in their organization?
- Will tax reform affect the amount of compliance you perform?
- What functions are coordinating throughout the firm to comply with tax changes?
- State tax compliance: tackling issues encountered during state tax reporting
- Evaluating which tax and accounting practices can benefit from automation
- Identifying the right external support for tax compliance

ROUNDUP D

Key considerations for cultivating enduring LP/GP relationships

- How are firms approaching reporting measures due to the uptick in LP communication?
- The balancing act between standardizing and creating bespoke reporting templates and questionnaires
- Employing automation to manage ad hoc LP requests
- Methods for protecting sensitive information between GPs and LPs
- Establishing a diverse LPAC to represent LP and fund interests in an efficient manner
- Examining what's required to reinstate in-person LP meetings

12:50-1:20

Optional lunch & chat sessions

LUNCH CHAT A

Redefining company culture in the current climate

- Maintaining trust and confidentiality with employees regarding changes in COVID-19 policies and procedures
- Enhancing communication between leadership and employees to increase knowledge sharing and collaboration
- How are firms supporting the development of junior staff in remote and hybrid working environments?
- Implementing ESG and DEI policies within the firm
- Encouraging innovative methods for teambuilding

LUNCH CHAT B

Conducting a review of compensation trends and terms

- Determining whether the firm should perform a pay equity analysis
- Designing compensation plans for a competitive landscape
- How are firms implementing success-based compensation?
- Offering incentive programs for staff not eligible for carry

1:30-2:15

Breakout series I

TRACK A

Maintaining and advancing the operational efficiencies achieved during the pandemic

- What processes or activities for managing firm operations changed within the past 18 months?
- Evaluating the operational challenges teams face trying to progress firm operations with escalating responsibilities
- Formalizing cross-functional, firmwide communication for a hybrid work environment
- Revisiting the workplace and the need for physical office space
- Designing a process to retain and support a proficient staff
- Tools for addressing ongoing pain points

TRACK B

Extracting value from data to enhance firm and portfolio company performance

- Reexamining how your firm navigates the data management process
- Analyzing data from the past 18 months to inform firm decisions in the year ahead
- Implementing tools to map and make data more accessible for the front, middle and back office
- Effecting efficient data collection and monitoring to guide portfolio company growth strategy
- Best practices for protecting and sharing data with third-party service providers and LPs

2:20-3:05

Breakout series II

TRACK A

Navigating the current private equity tax environment

- Tax requirements affecting the private equity industry
- Assessing Biden administration tax plans on the horizon
- Challenges and opportunities: is your firm performing the accounting/tax function in-house or outsourcing?
- Determining the best way to maintain records for SEC/auditors/tax team
- Tax implications of providing carried interest across the firm

TRACK B

Adopting technology innovations to transition to a future firm

- Coordinating with staff to assess the technology requirements for firm operations
- New tech alert: identifying technology to align with the needs of firm finance and operations
- Determining whether recent technology advancements can benefit firm initiatives
- Making a case for automating firm functions from data management, IR, fundraising, compliance, etc.
- Allocating the necessary resources for a seamless technology integration process

3:05-3:15

Networking break

3:15-4:15

Think tank sessions - GPs only

THINK TANK A

Paving a path forward: attracting diverse and skilled talent to private equity firms

- Collaboration amongst leadership to increase the implementation of diversity, equity and inclusion initiatives within the firm
- Should firms invest in hiring new employees or train existing team members on new skills when focusing on growth?
- Expanding the talent pool geographically when recruiting for a hybrid work model
- Aligning your firm with the best recruiters who understand the industry and talent needs
- Creating a well-rounded benefits program to entice candidates with the intention of accepting an offer

THINK TANK C

Can the U.S. catch up on implementing ESG programs and policies?

- Understanding the industry need to factor ESG into a firm's strategy
- What is the growth trajectory for ESG in the United States?
- Should firms have a say in the implementation of ESG initiatives at portfolio companies?
- Developing long-standing ESG policies and protocols
- How will firms under consumer privacy laws remain compliant while delivering ESG data (California, Colorado, Virginia)?
- Taking cues from the continued growth of ESG programs in both Europe and Asia
- Reporting and measuring the impact of ESG initiatives

THINK TANK B

Evaluating and modernizing compliance programs to prevent enforcement actions

- How will the current administration's stance on private equity influence the SEC's initiatives and examinations?
- Current compliance risks on the private equity firm radar
- Taking a predictive and analytical approach to enhancing compliance programs
- Determining the Marketing Rule's impact on communication and advertisement practices
- Establishing a firmwide compliance culture from the top down

THINK TANK D

Taking a proactive approach to implementing cybersecurity protocols

- What are private equity firms doing to protect data from cyber attacks?
- Mitigating cybersecurity risk at the firm and portfolio company levels
- Implementing security software without causing disruption to firm operations
- Emerging tools to protect information of firms operating in a hybrid work environment
- Lessons learned during the pandemic to assist in the development of new security measures
- Creating and conducting periodic trainings for all firm employees
- Working with third-party service providers to ensure employees are aware of and abide by evolving cybersecurity measures

4:15

End of roundup

