

Talent Insights: A Critical Driver of Value Creation & Risk Mitigation



What PE Talent Partners are doing to
successfully drive value across the portfolio.

Entromy

ORGANIZATIONAL INSIGHTS &
TECHNOLOGY EMPOWERED LEADERSHIP

INDUSTRY LEADERS AGREE

Talent insights are a competitive advantage.

“We aim to **play the ‘long game’ as it relates to executive talent** and creating career paths that don’t end with the exit or sale of a business.”

-Francisco Partners

“By increasing the sophistication of how we **collect and analyze DEI and ESG data**, we have increased confidence in how we navigate forward.”

-Frazier Healthcare Partners

“One of the **greatest things to hand a new CEO** is the **Entromy organizational health assessment**. It highlights material pain points within an organization & provides an actionable **roadmap for leaders** as they look to grow their business.”

-Resurgens Technology Partners

“The **trends we saw** across the company **enabled us to validate** some perceptions & challenge others. Entromy's approach enabled us to **use data to inform our impressions**.”

-TimeTrade

“**Talent is not a priority, it is THE priority**. It's a concerted effort by the entire firm to hire, retain, develop, and rate strong talent across the portfolio.”

-Arcline



Entromy

ORGANIZATIONAL INSIGHTS &
TECHNOLOGY EMPOWERED LEADERSHIP

CAPTURE TIMELY PORTCO INSIGHTS

From Diligence To Exit.



Address important questions related to value creation and risk mitigation plans:

STRATEGIC ALIGNMENT

Are assumptions in the value creation plan realistic?

EXECUTIVE EFFECTIVENESS

Do your portcos have the right capabilities, buy-in, and people in key roles?

ORGANIZATIONAL MATURITY

Are business functions effective and aligned?

ORGANIZATIONAL DYNAMICS

Who are the key influencers?
Is the organization integrated and collaborating?

ATTRITION & ENGAGEMENT

Are teams, functions, or markets facing attrition?

Entromy

ORGANIZATIONAL INSIGHTS &
TECHNOLOGY EMPOWERED LEADERSHIP

CASE STUDY: ATTRITION AT HEALTH CARE SERVICES

Real scenarios of organizational insights in action.



CORE QUESTION:

CAN WE TIE ATTRITION
TO SPECIFIC DRIVERS?

INSIGHT GAINED:

EMPLOYEES WERE
LOOKING FOR A
DEEPER CONNECTION.

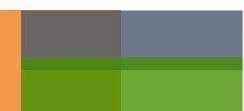
CHALLENGE:

*"We have a large population
(15k+) with a dispersed
workforce. We are losing talent
at an unprecedented rate."*

-CEO

Key drivers of engagement at Health Care Services:

- Conviction in company strategy & regard for management teams.
- Org structure & processes that enable high performance teamwork.
- Ability to deliver value in their roles; and feeling respected.



Entromy

ORGANIZATIONAL INSIGHTS &
TECHNOLOGY EMPOWERED LEADERSHIP

CASE STUDY: HYPER GROWTH AT HEALTH TECH

Real scenarios of organizational insights in action.

CORE QUESTION:

IS THE FOUNDATION
STRONG ENOUGH FOR
GROWTH?

INSIGHT GAINED:

ADDED COMPLEXITY
WAS POSING RISK TO
SUSTAINING GROWTH.

CHALLENGES:

- RAPID M&A DRIVEN GROWTH
- ~1,000 EMPLOYEES
- “GREEN” FOUNDING TEAM

Company had top quartile eNPS (60+), but cracks in foundation.

- Rapid growth was creating euphoria & overconfidence in new hires.
- Organization did not invest in strengthening operational processes.
- Org design was suboptimal.
- Executive team was not effective.

Entromy

ORGANIZATIONAL INSIGHTS &
TECHNOLOGY EMPOWERED LEADERSHIP