



SOLUTION

Vaya aligned with the founders on their end goal and provided insights to help them assess and identify the right candidate to fit their needs, as well as coached them on how to quickly build influence and drive impact.

- [A CEO success profile was tailored based on the unique pain points and needs of the company, involving the board of directors, investors, and founders.
- [Vaya conducted assessments of five candidates to successfully identify a CEO who would be able to effectively work within a dynamic where founders were still involved in the organization.
- [The assessment matching went beyond track record of performance and technical capabilities to include cultural match and leadership capability.
- [Once hired, Vaya provided coaching for the CEO that leveraged frequent check points with the BOD and founders to receive real-time feedback on the CEO's performance and allowed for quick course corrections.
- [The coaching also focused significantly on the steps the CEO could take to engage and win over the founders to get them aligned with changes the CEO wanted to initiate.



RESULTS

The CEO was able to establish a positive relationship with the founders and make significant improvements in the company, including to its talent retention and development strategy, its leadership capabilities, and its sales coverage model. The CEO was able to facilitate customer introductions and expand the customer base through their platform and gain six strategic acquisitions.

The founders, PE firm, and CEO achieved better results than originally anticipated or forecasted. Both the CEO and CFO were able to establish operational excellence for the company. This led to improved business performance each quarter and, by Q3, the company was ready to be put on the market. The company was ultimately acquired for a premium price well before the desired date.


KEY OUTCOMES

- [**The company was sold at a 20x multiple**
- [**Completed 6 strategic acquisitions**
- [**Grew by 32%**



Is your leadership team equipped to scale and achieve your strategic goals?

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