



LEADERSHIP

Private Equity
Solutions

orleadership.com

Leadership as a Value Creation Lever.

ORL helps private equity firms measure, build and sustain leadership readiness across their portfolio companies—reducing execution risk and improving the likelihood of delivering the investment thesis.

Every investment raises five critical leadership questions:

- Can this team deliver the investment thesis?
- Can they execute at PE pace?
- Where are the leadership risks?
- Who should we back, develop or replace?
- What should we do next?

Leadership: the most under-managed driver of value creation.

70%

of PE executives rank leadership as the #1 driver of value creation.¹

3 in 4

portco CEOs leave during the hold period. Over half of departures are unplanned.²

53%

of portco investment returns attributed to leadership.³

1. AllixPartners, PE Leadership Survey 2022

2. AllixPartners, PE Leadership Survey 2022

3. Peter Callas et al, 'Leadership alpha in Private Equity', Teneo, 2022

What the financial model won't tell you.

Commercial and financial diligence tell you whether to buy the business.

Leadership determines whether the investment succeeds.

The greatest risks to value creation rarely appear in the financial model. They're usually found in:

- CEOs who can't scale
- Executive teams that lack alignment
- Critical capability gaps
- Delayed leadership decisions
- Teams unable to operate at PE pace

The question isn't whether leadership matters.

The question is whether your leadership is ready.



“**ORL's insights were a tour de force.**”

CEO, UK Financial Services Business

Select clients include:

Booz Allen

TARGET

McLaren
FORMULA 1 TEAM

surescripts

ERSTE
BANK

The Leadership Value Creation System.

STAGE	Pre-Deal	Post-Deal	Mid-Hold	Pre-Exit
DECISION	Can this team deliver the deal thesis?	Can they execute the plan at pace?	Can the team scale and transform?	Will the leadership enhance value?
LEADERSHIP READINESS	 Measure	 Accelerate	 Strengthen	 Optimize
WHAT WE DO	• Leadership Due Diligence • Executive Assessment • Success Profiling	• CEO Acceleration • Executive Team Alignment • Leadership Coaching	• Executive Team Development • Leadership Transformation • Succession	• Succession Planning • Exit Readiness • CEO Transition
OUTCOMES	• <i>Better investment decisions</i> • <i>Reduced execution risk</i> • <i>Stronger 100 day plan</i>	• <i>Faster execution</i> • <i>Greater alignment</i> • <i>Reduced execution risk</i>	• <i>Sustained performance</i> • <i>Greater value creation</i>	• <i>Greater buyer confidence</i> • <i>Reduced transition risk</i>

The ORL Difference.



1. Built for PE pace

Rapid diagnostics.
Practical recommendations.
Immediate action.
Days and weeks - not months.



2. Built around the investment thesis

Define success first.
Assess leadership against it.
Identify the gaps.
Prioritize action.



3. Decision support, not reports

We don't produce assessments.
We help investors make better leadership decisions.
Who to back.
Who to develop.
Who to transition.



4. One system across the investment lifecycle

One methodology.
One dashboard.
One view of leadership from diligence to exit.

"ORL is more than just a provider - they've helped us navigate complex leadership challenges with empathy and expertise, making them one of our most trusted partners"

VP, Executive Services,
Fortune 500
Technology Firm

1. Keller et al. (2023), *Strategic Management Journal*
2. Korn Ferry, 'Unlocking CEO Success'
3. DDI Global Leadership Forecast, 2026

Produced by Designworks.

Leadership: The Performance Multiplier.

36%

of firm performance variance is driven by the CEO.¹

109%

faster market cap growth under highly-assessed CEOs vs low scoring peers.²

13X

more likely to outperform competitors when leadership quality is highest.³

Ready to transform leadership into a value creation lever?

For more information, visit orleadership.com
or send us an email at craig.simpson@orleadership.com