



# Operating Partners that Concentrate on “Operational Engineering”

## Operating Partner Support Built to Accelerate Value Creation

Growth Operators helps Private Equity Operating Partners deliver the operational results required to achieve the investment thesis. We augment your team with experienced operators and hands-on support across Finance, HR, Transaction Advisory, IT, and Decision Intelligence to accelerate execution, and improve performance at the portfolio or portfolio-company level.

Unlike firms focused on deal structuring or capital strategy, Growth Operators specializes in **Operational Engineering**: how the business runs day-to-day to support the investment thesis, and unlock enterprise value.

### 1. PRE-CLOSE & DAY 1 READINESS

- **Operational/Financial Due Diligence:** Assess the target’s Finance and HR people process and technology to identify gaps and hidden liabilities
- **Quality of Earnings:** Bottom-up analysis using transaction-level data to validate adjusted EBITDA and Net Working Capital
- **Financial Modeling & Analysis:** Scenario-based models to stress test assumptions and inform value creation levers
- **Strategy Assessment:** Translate the owner’s strategy into quantified value creation potential and inform the investment thesis
- **Preliminary Value Creation Plan:** Synthesize diligence insights into early priorities and milestones
- **Day 1 Readiness Planning:** Define critical first day actions, communication plans and cross-functional alignment
- **Transition Services Agreement:** Scope, negotiate and plan TSA exit timelines
- **Integrated End-to-End Plan:** Develop a governance structure and execution roadmap bridging diligence through Day 1

### 2. FIRST 100 DAYS

- **Integration & Value Creation Office:** Stand up the governance hub coordinating cross-functional integration and/or value creation workstreams
- **Operational Assessment nextLEVEL®:** Evaluate people, process, and technology to prioritize transformation initiatives
- **Value Creation Plan Finalization:** Confirm initiatives, establish KPIs, and implement a performance tracking cadence
- **Leadership Deployment:** Embed interim or fractional leaders to stabilize operations and accelerate execution
- **Monitoring & Reporting:** Deliver KPI dashboards and sponsor reporting for transparent progress tracking

### 3. HOLD PERIOD

- **End-to-end Support:** Match the right talent to the right level of work, from C-suite strategic leadership to execution horsepower
- **Leadership Assimilation:** Accelerate new leader integration with targeted onboarding and coaching
- **Transformation & Value Creation:** Redesign people, process, and technology to expand margins, enhance scalability, and improve cash flow
- **Finance & HR Transformation:** Implement redesigned operating models and tech-enabled roadmaps
- **Value Creation Reviews:** Partner with management to review progress, recalibrate priorities, and measure results
- **Board Participation:** Attend board meetings, contribute insights, and prepare portfolio-performance materials

### 4. SELL-SIDE PREP

**Prepare Financials for Sale:** Cleanse data, validate underlying assumptions, and build data room assets

**Financial Diligence QofE:** Support sell-side quality of earnings preparation and responses to buyer inquiries

**Leadership Team Support:** Provide interim or fractional leadership through diligence, coach PortCo teams for management presentations

**Exit Strategy & Narrative:** Craft the operational and financial story that resonates with prospective buyers

**Go-to-Market Coordination:** Serve as the central hub for market readiness, including governance, coordination and communications across all exit activities.

# Why Growth Operators as Your On-Demand Operating Support?

## Embedded Operators, Not Consultants

We don't just advise—we execute. Growth Operators embeds experienced Finance, HR, Operational and Transformation leaders directly within your portfolio companies to drive measurable impact from day one.

## Lifecycle Coverage

From pre-close diligence to exit readiness, we provide continuity across every phase of the investment lifecycle. Our end-to-end involvement ensures the insights gained through diligence translate into execution and results.

## Proprietary Tools & Frameworks

Our nextLEVEL®, growthNAVIGATOR®, Decision Intelligence (powered by AI), and Value Creation Office playbooks bring structure and repeatability to value creation, accelerating integration, alignment, and performance across portfolio companies.

## PE Fluency

We understand investor expectations, hold-period dynamics, and the urgency behind value creation targets. Our teams speak the language of sponsors and management alike, bridging strategy with execution.

## Hands-On Partnership

We work shoulder to shoulder with portfolio leadership, providing the horsepower, structure, and transparency needed to deliver against investment theses and maximize enterprise value.

**More than 111 Private Equity firms look to Growth Operators for Finance, Accounting, HR, Transaction Advisory, and Decision Intelligence Executive support**



**Let Growth Operators close the gap between strategy and execution, turning your value creation playbook into practice.**

Our experience spans 30+ industries and ownership groups, including private equity, private companies, and strategic buyers.

Health Care & Life Sciences  
Manufacturing, Industrial & Construction  
Consumer Products  
Retail/Wholesale  
Restaurant  
Technology/Media Telecommunications & Software  
Food & Beverage  
Business & Professional Services  
Transportation/Warehousing  
Value-Added Distribution



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