



TEAM PERFORMANCE  
INSTITUTE

# Organization Leadership is Critical to Success

*When Investing In Organizations, TPI's Mergers  
and Acquisition Expertise Maximizes Value*

Team Performance Institute provides proven, results-oriented services for both private equity firms and their portfolio companies. We tailor our services to each stage of the private equity firm's ownership of the company to ensure enhanced leadership competency, organizational health, and financial results. Protecting your value by growing leadership expertise is crucial to your success and it is Team Performance Institute's passion.

***"Culture Eats Strategy for Breakfast."*** -Peter Drucker

Effective teams and healthy cultures are critical strategic differentiators of successful companies. Getting the "people part" right is crucial and sometimes challenging, especially with the added complexity of investing.

## **Our Private Equity Clients**

Private Equity clients want a deep read on the management team and collaborative partnerships. What are the strengths and weaknesses of leadership? How do we seamlessly partner with them moving forward? What can we do to support them? Team Performance Institute helps you build and maintain productive working relationships with a management team that is ready for growth over the course of ownership.

## **Our Portfolio Leadership Clients**

Portfolio Executives want effective leadership, collaborative engagement with their investors, and greater market share. Team Performance Institute's high-caliber coaches support and develop exceptional leaders who deliver results.

TPI offers the following services to expedite and facilitate alignment:



### **Mergers & Acquisition Leadership Diligence**

- Objective, standardized cognitive ability assessment.
- Personality inventory measuring how one will behave in the workplace including: leadership, resilience, stress behaviors and motivations.
- Behavioral interview



### **Portfolio Company On-Boarding**

- Customized, off-site onboarding experience facilitated by TPI coaches.
- Set the stage for early, effective, and productive relationship.
- Accelerate trust, collaboration and expectation setting between organizations.



### **Executive Performance Coaching**

- Facilitating transformation and growth in times of change.
- Alignment of beliefs and actions to core values of new organization.
- Personal and professional growth of portfolio company key leadership.



**Our experts have worked with Private Equity firms and in  
Private Equity-owned portfolio companies for 20 years.**





## Elite Performance From Elite Instruction

Team Performance Institute has earned its reputation as the preferred performance & leadership development firm by curating a seasoned class of published authors, PhDs, PsyDs and former corporate executives under one roof. Our world class coaches, educators and master facilitators bring out the best in leadership across demanding corporate, public sector and non-profit workplace environments. We are especially skilled at translating the power of coaching into actionable, relevant and instantly-effective game changing ideas and tactics that will make a difference from Day One.

## Our Story Is Really Your Story

TPI was founded by a former US Navy SEAL officer, who continues to build upon those lessons of discipline, perseverance, and adversity as part of the training and mentoring of the entire world-class TPI Team. We are interested in building our programs around YOU... our pledge is to always motivate, inspire, coach (and even entertain), by building each engagement around YOUR TEAM. It's in our name.

**TEAM:** A shared sense of purpose, coalescing around the same strategy and goals.

**PERFORMANCE:** Always seeking improvement, driving higher levels of success and ultimately reaching the next level.

**INSTITUTE:** Beyond motivating, TPI is a leadership firm that studies the neuropsychology of development and performance.



## Keep Reaching For The Stars

*Our logo is comprised of 5 Stars that say a lot about who we are.*

The five stars represent the number of members in our founder's family to remind us that the people in our lives are the most important thing in the world. Family comes first, and that's why TPI cares so much about yours, too.

Five stars is also symbolic of the very best level of service and quality that we expect from ourselves. With everything we do for you, each TPI member holds each other accountable to that Five-Star standard. It's our True North, and we hope to earn five-star reviews from every engagement.

Finally, 5 Stars represents the highest military rank attainable and are only awarded in times of great need. We see today as a unique moment in time that requires the very best of everyone – from commitments to relationships and honoring our promises.

## Our Clients



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[www.teamperformanceinstitute.com](http://www.teamperformanceinstitute.com)

7570 Bales Street, Suite #320 | Liberty Township, OH 45069

(800) 360 1807 | [info@teamperformanceinstitute.com](mailto:info@teamperformanceinstitute.com)