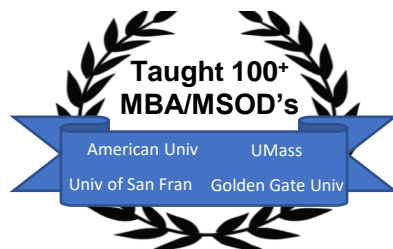
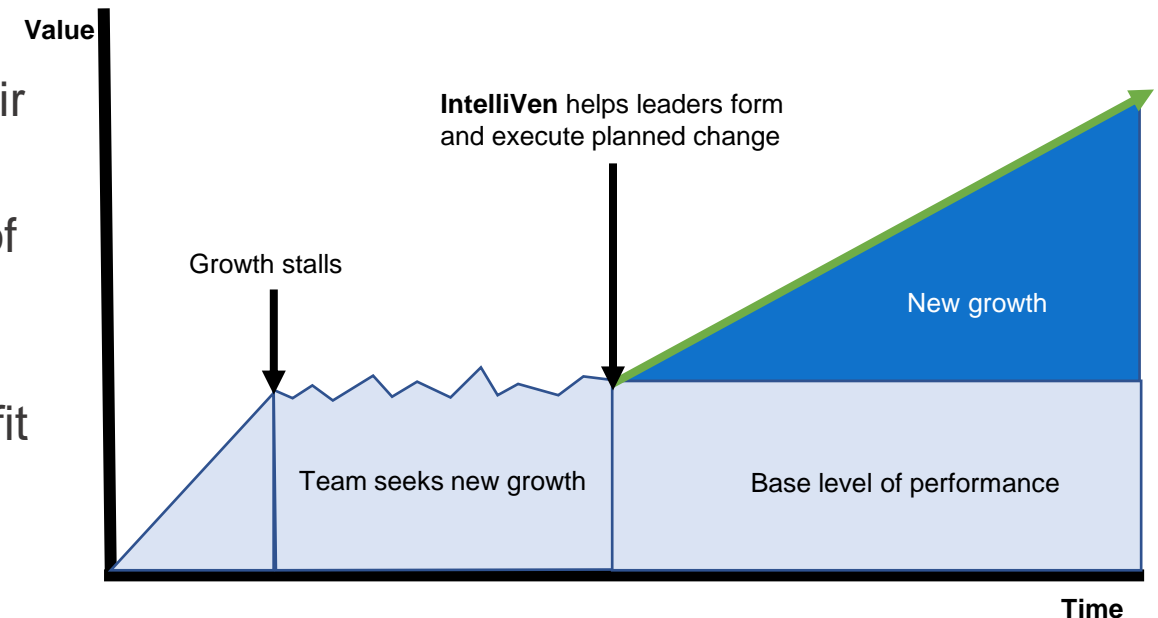


IntelliVen Overview

Operating executives provide practical support to leaders and their teams to **GET CLEAR. ALIGN. GROW.**

- Using a proprietary approach that helps leaders take their organizations to the next level
- Based on lessons learned successfully leading dozens of management teams through inflection points
- Providing Tools, Workstream, and Tutorials ... not answers or judgments ... for leaders to use as they see fit
- Cultivating independent competence



[Manage to Lead: Seven Truths to Help You Change the World](#)
Peter F. DiGiammarino



Case Examples Across Stages of Venture Maturity

STARTUP COMPANIES

- **Aquilent** – Secured VC funding to pull out division of CommerceOne and standup management team. Sold to Booz Allen at ~\$300M.
- **Steelpoint** – Brought in by investor to turnaround and sell. Purchased by HP as part of \$11B transaction.
- **AOP/ipCreate** – Secured \$13M in funding for IP crowdsourced, prior-art research company. Sold to RWS.
- **Anaqua** – Launched IP Management software firm with \$6M financing. Hired and developed CEO. Enterprise Value at exit of ~\$700M.

GROWTH COMPANIES

- **Compusearch** – For PE-owner of \$15M software firm, built management team, added offerings and entered new markets; grew to \$135M; EBITDA > 45%; four successful exits at ~4XIC and 40% IRR; recent valuation ~\$1.5B.
- **Gemcom** – For PE-owner of software firm, helped management team add service offering; grow revenue ~100%; EBITDA > 40%. Achieved 5-year plan in two years and sold | for a high premium.
- **Stellar Solutions** – Helped incoming CEO of \$75M aerospace engineering firm galvanize top team of 15+ around most important initiatives on which to act.
- **T&T Enterprises** – Helped second generation family CEO align top team on initiatives to evolve approach from sales through distributors to direct sales.
- **Softonic** – Largest international software purchasing platform; based in Spain; new CEO and top team of 6; led transition to new sales model.

MATURE COMPANIES

- **American Management System** – Formed and grew Finance Industry Business Unit to \$175M.
- **Hyperion** – Took over \$200M public software firm. Built and launched management team; sold in ten years to Oracle for ~\$3B.
- **Hawaiian Airlines** – Helped new CEO and top team of six coming out of bankruptcy with an uncertain future. Became industry-leading airline for operational performance, customer service, and financial success.

Developed and taught [Manage to Lead System](#) to 100+ business and organization development masters' students at American University, University of San Francisco, Golden Gate University and to 100+ executives.

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