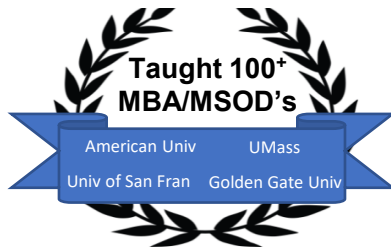
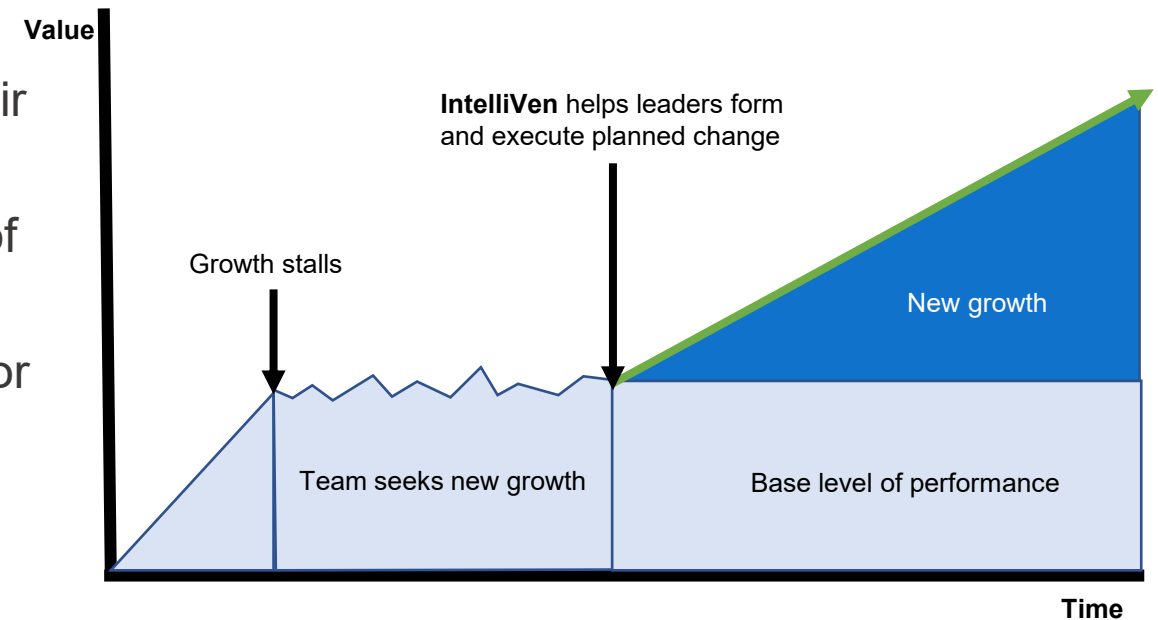


The Path to Breakthrough Performance

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, Methods, 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** (now Unison Global) – For PE-owner of \$18M software firm, built management team, added offerings and entered new markets; grew to \$135M; EBITDA > 45%; four successful exits at ~4XIC and 40% IRR; current valuation >\$2B.
- **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.
- **RescueSF** – Convened and facilitated a cross-sector leadership team to align on goals and actions using the MTL system, producing clarity and momentum for civic impact.
- **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 The Path to Breakthrough Performane](#) to 100+ business and organization development masters' students at American University, University of San Francisco, Golden Gate University and to 200+ executives.

References

- [Reid Jackson](#): CEO [Unison Global](#); since 2005 when The Carlyle Group asked me to help develop him into a top CEO with the \$18M company they just bought. Today Reid tells people **he is who he is because of working with PeterD**. His company sold recently, with him still CEO, to the sixth owner with a valuation >\$2B.
[703-608-8900](#)
- [Dwight Gibbs](#): Founder and CEO [Contrager](#); since 2021 when a trusted source suggested he work with me as a coach and advisor. Since then, the company has gone from a loss to a profit and gotten on track to grow reliably and predictably. Recently acquired by Unanet.
[703-581-8878](#)
- [Mark Nagel](#): Founder and CEO [RescueSF](#), since 2020 organizing and deploying civic advocates for the city of San Francisco's progress. Top team enrolled in MtL to get clear, aligned, and on track.
[415-613-4728](#)
- [Michael Kennedy](#): CEO [Compusult Systems](#), since 2013 when DCSA demanded the foreign-owned company proxy board be upgraded.
[202-641-5082](#)

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