

## P&A CASE STUDY

# Strategic Executive Placement for PE-Owned Hospitality Company



### AT A GLANCE

#### Challenges

- Financial drain
- Critical leadership need
- Leadership mismatch

#### Benefits

- Targeted recruitment
- Collaborative approach
- Effective placement
- Exceptional client satisfaction



*"The professional expertise and swift action of Patrice & Associates was crucial in finding us a CFO capable of managing our complex financial landscape. Their understanding of our specific needs led us to a selection of excellent candidates, ultimately enabling us to fill this critical role with confidence."*

**Private Equity-Owned Hospitality Company**

### OBJECTIVES

This case study demonstrates Patrice & Associates' capability to address critical, high-stakes leadership roles within tight timelines and specific client needs, showcasing their strength in not only understanding but effectively responding to complex recruitment challenges in the hospitality industry.

### ACTIONS

A newly formed PE-owned hospitality company faced significant challenges with its financial leadership after acquiring six companies. Initial CFO choices, limited by experience or approach, failed to meet the growing firm's needs. After unsuccessful attempts with two CFOs and an expensive interim solution, Patrice & Associates (P&A) was retained to identify a CFO capable of transformational leadership. This case study outlines the client's challenges, P&A's strategic approach, and the successful placement of a highly qualified CFO.

The company struggled with:

#### Leadership Mismatch:

Initial CFOs lacked the requisite experience for a rapidly scaling, integrated multi-company environment.

#### Financial Drain

The interim CFO was costing the company approximately \$120,000 per month, accumulating to \$1.4M a year without achieving desired outcomes.

#### Critical Leadership Need

A transformation-experienced CFO was urgently needed to stabilize and guide financial strategy.

### RESULTS

Patrice & Associates leveraged its extensive network to identify candidates with the specific background of successfully managing similar transformations. P&A's tailored approach led to the identification of five outstanding finalists, with the client fully satisfied with the quality of candidates:

#### Targeted Recruitment

Focused on candidates who had doubled company revenues and managed significant transformations.

#### Collaborative Approach

Worked closely with the CEO, Board of Directors, and the PE firm to align on the ideal candidate profile.

#### Effective Placement

The chosen CFO brought the needed expertise for effective financial management and strategic leadership.

#### Client Satisfaction

The client, including the CEO, Board, and PE firm, expressed high satisfaction with the candidates presented.

