

AlixPartners

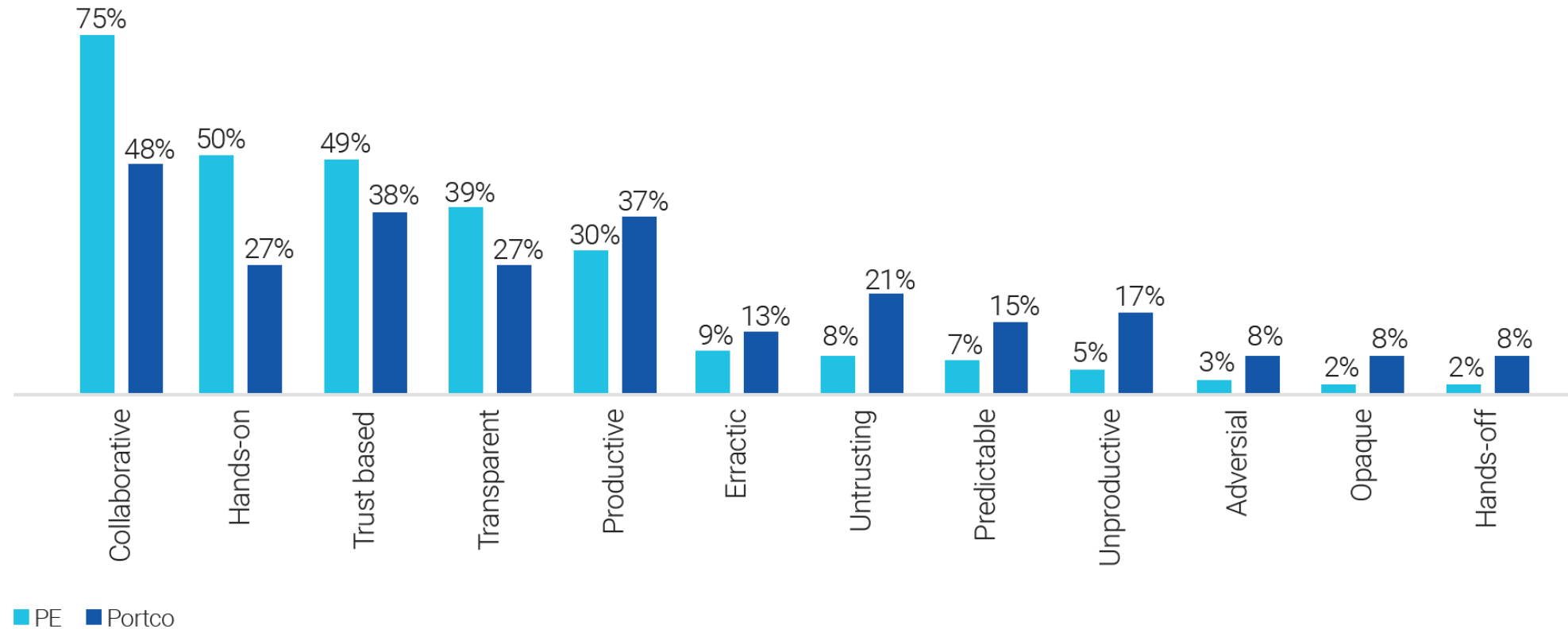
**LEADERSHIP AND THE FUTURE
OF VALUE CREATION:
The new PE imperative**

9TH ANNUAL PE LEADERSHIP SURVEY

Despite their differences, underlying relationships between PE firms and portcos are generally positive and constructive.

THE PE-PORTCO RELATIONSHIP IS GENERALLY GOOD

(Respondents asked to select up to three attributes)



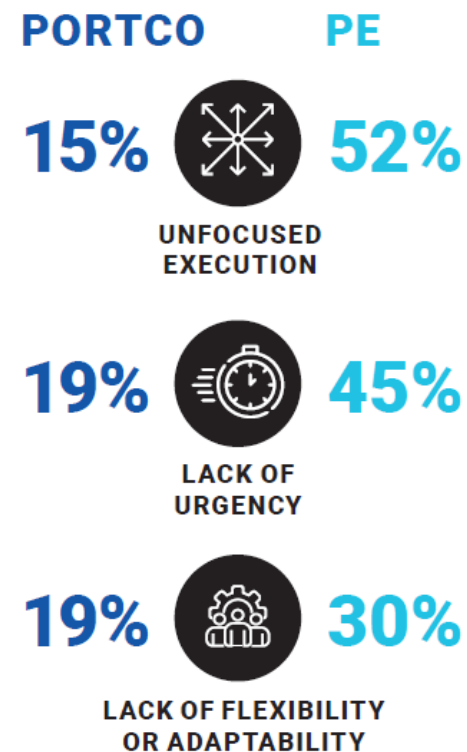
Significant areas of misalignment between PE firms and portcos—many of them having to do with leadership—create conflicting leadership agendas that could derail value creation plans.

Q: WHAT ARE THE TOP THREE AREAS OF MISALIGNMENT BETWEEN PE INVESTORS AND PORTCO C-SUITES?



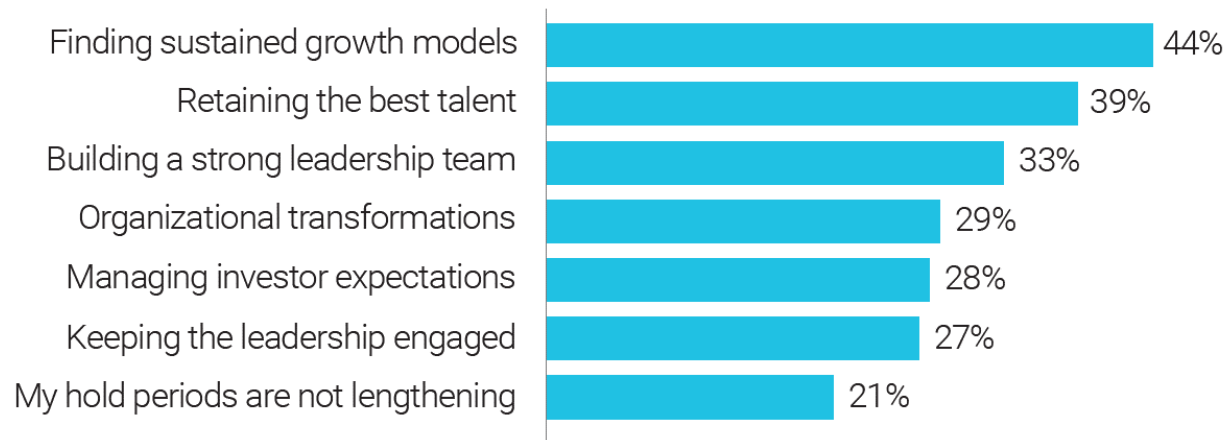
PE EXECUTIVES ATTRIBUTE POOR PORTCO PERFORMANCE TO LEADERSHIP WEAKNESSES

Top causes of poor portco C-suite performance



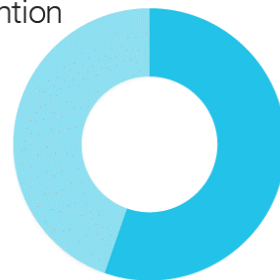
Leadership is the key to sustained value creation, but the PE industry is not taking steps to produce sustained leadership excellence.

BIGGEST CHALLENGES PE FIRMS FACE BECAUSE OF LONGER HOLD TIMES



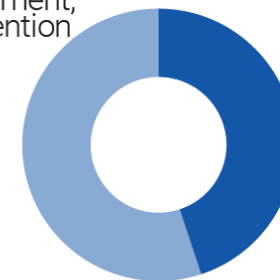
MOST IMPORTANT TALENT AND LEADERSHIP CHALLENGES

Talent recruitment, development, and retention **PE**

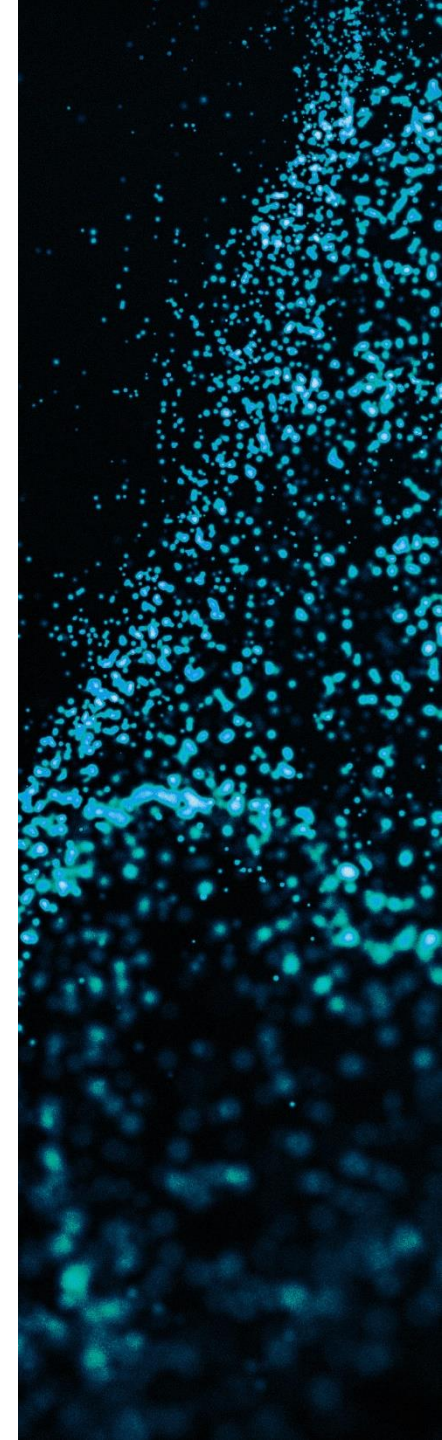


Quality of senior leadership and succession planning

Talent recruitment, development, and retention **PORTCO**



Quality of senior leadership and succession planning



9th Annual PE Leadership Survey

Q: When CEO turnover occurs, what is the most common timeframe for the event?

61% reported CEO turnover within 1 year of acquisition



22% reported CEO turnover within 1- <2 years

Q: From your experience, what drives CEO turnover? (Select up to two)

53% Planned and driven by the PE firm

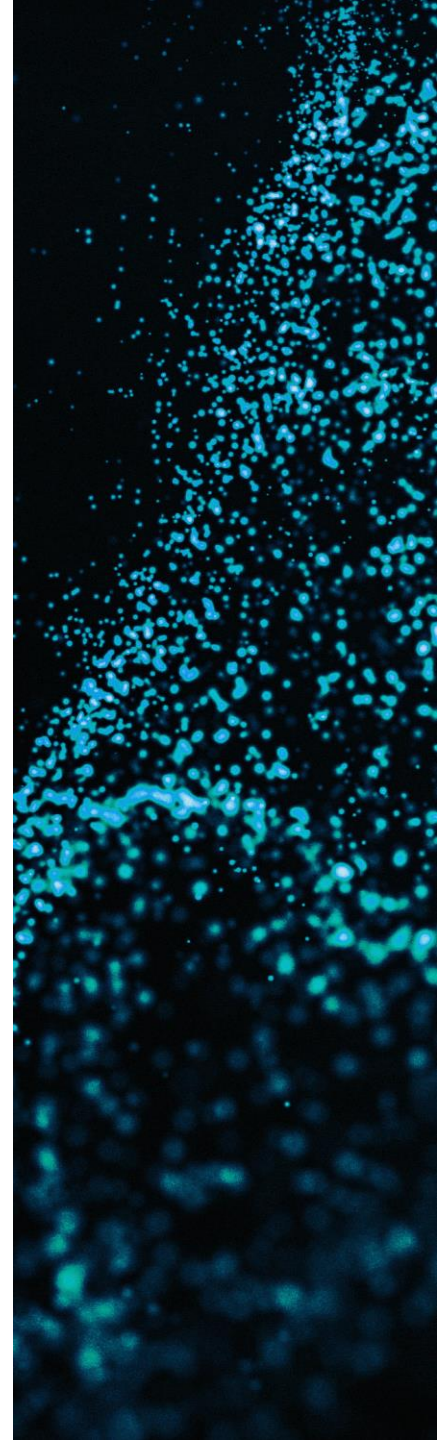
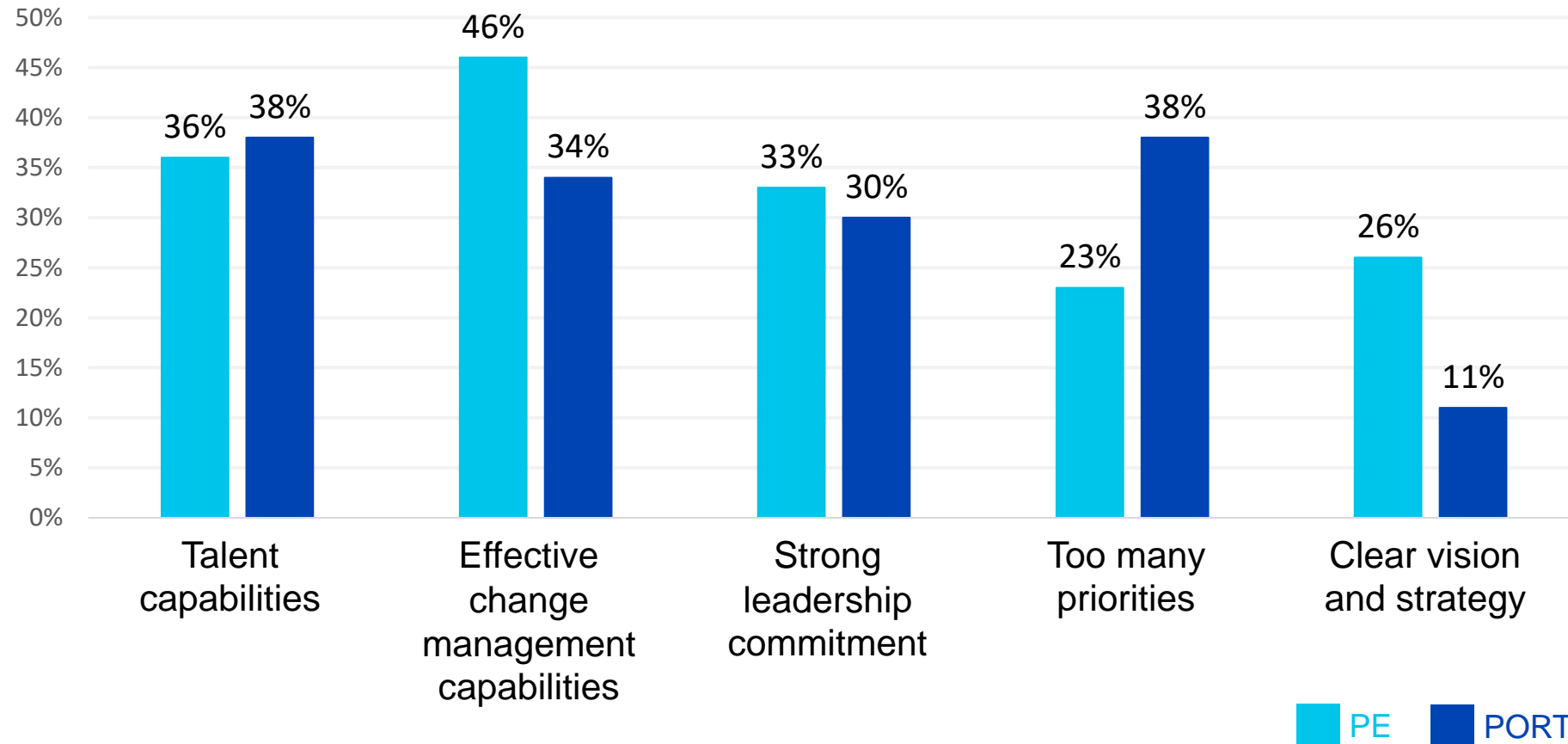


66% Unplanned and driven by the PE firm

9th Annual PE Leadership Survey

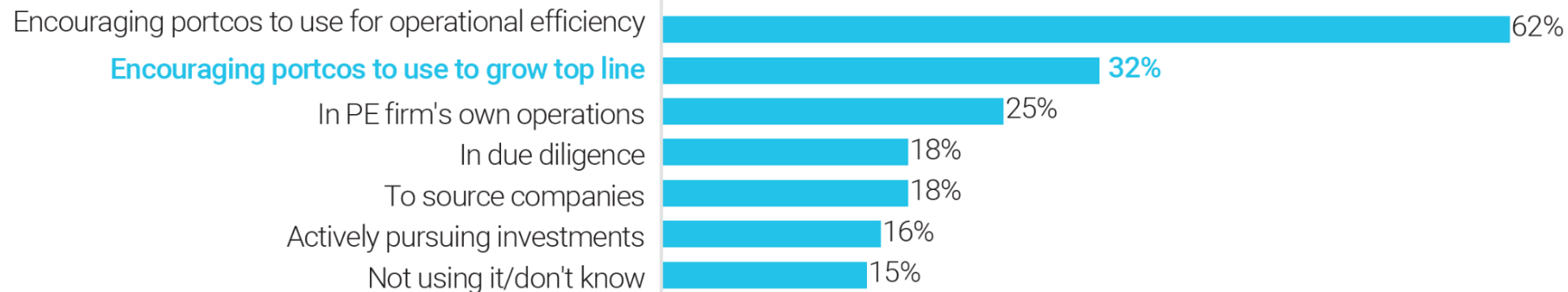


Q: What have your business transformation efforts lacked the most over the past year? (Select up to 3)



Technology—artificial intelligence in particular—is disrupting industry business models and reshaping the leadership agenda.

PE USE OF AI



PORTCO USE OF AI

