

The **Executive Strategic Partner (ESP)** program is a year-long executive partnership for CEOs and CXOs who need more than advice - they need **traction**. ESP blends fractional executive advisory with **hands-on facilitation** for leadership teams, embedding the **PEP Business System™ (Productive, Efficient, and Profitable)** to eliminate inefficiency, misalignment, and margin erosion.

The **Core Promise** of ESP is to transform strategy into disciplined execution - and execution into measurable results. The program builds **clarity, alignment, and accountability** - making your company more Productive, Efficient, and Profitable.

The Problem It Solves

At \$10M-\$75M, companies hit critical inflection points. These shifts expose deeper issues: **strategies stall, execution breaks down, and performance slips**. Leaders face misalignment, inefficiency, and lack of accountability, leaving growth untapped. ESP addresses these challenges with clarity, structure, and disciplined execution.

Who It's For

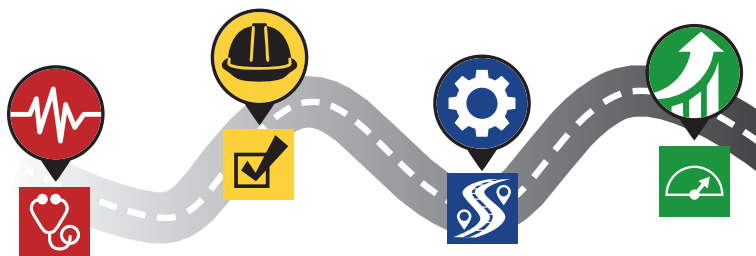
- **Companies** - Privately held small and midsize growth-oriented businesses
- **Leaders** - CEOs, COOs, and CXOs driving growth or navigating transitions
- **Situations** - Scaling, succession, restructuring, margin recovery, or the need for clarity, accountability, and disciplined execution without adding headcount

The Business Results You Can Expect

- **Execution** - Strategy translated into disciplined action
- **Alignment** - Leadership clarity and accountability
- **Efficiency** - Streamlined operations, improved margins
- **Culture** - Engaged teams with higher retention
- **Growth** - A system that drives progress and performance

Powered by the PEP Business System

ESP is powered by the PEP Business System™, drawing on its **structured disciplines** and **performance reviews** to deliver **clarity, accountability, and measurable results**.

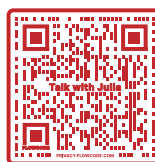


Why Leaders Invest in ESP

- **Executive Capacity** - Clarity, discipline, and results without full-time headcount
- **Proven System** - PEP built into daily operations
- **Exclusive Partnership** - Turning strategy into measurable business results

Commitment & Exclusivity

- **Engagement** - 12-month minimum, aligned with your strategy cycle
- **Focus** - Limited to a select group of companies
- **Discipline** - Monthly reviews and quarterly resets (on-site and off-site)



**Learn more about ESP -
connect with Julia!**

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