

Senior Leadership Team Transition to Assume C-Level Responsibilities

A leading technology solutions firm successfully transitioned C-Level responsibilities to its Senior Leadership Team while preserving its core values with strategic support.

"AO People Partners accelerated the readiness of our new leadership team, exceeding all expectations." - Guy Nielsen, Principal

Challenge

The four Founders (principals) of V3Gate, a highly successful custom and future-focused technology firm delivering solutions to the U.S. public sector and commercial enterprises, were looking to step back and **transition the senior leadership team to assume C-Level responsibilities**. The principals wanted to ensure that the new executive team would carry forward what their dedication and values-driven company had created—a great place for their teams to work, a valued partner to their customers, and generous contributors to their community.

To support a smooth transition and set the senior leadership team up for success, the principals engaged AO People Partners to help the founders develop an executive transition plan and provide their VP leaders with an engaging and effective executive level leadership development experience, **aligned with the company's business strategy**, that will serve both the leader's individual and team development needs and will provide a **pathway to scale leadership capability** and capacity at all levels of the company.

Approach

- Worked with the Founders to **understand the company's culture, business and succession strategy**.
- Introduced a transition and development approach for the new executive leadership team.
- Facilitated a workshop where the Founders could experience the leadership framework and how it would support the new executive leadership team as a leadership navigation tool to business issues and decision making.
- Provided Advisory Support to the Founders during the transition period.
- Provided Executive Coaching support to each Executive team member which involved conducting a 360-assessment using the **Leadership Circle Profile 360 instrument**, creating individual development plans to support their transition in their new role and ongoing coaching .
- Introduced a globally recognized competency-based leadership framework that enables a tangible and practical way for individual leaders to sustain their practice of developing themselves and more confidently scale the development of their teams.

Capabilities Covered:

- › Change Management
- › Vision and Mission Alignment
- › Strategic Thinking
- › Team Collaboration
- › Conflict Resolution
- › Financial Acumen
- › Communication Skills
- › Self-Awareness
- › Emotional Intelligence
- › Decision-Making
- › Diversity and Inclusion Awareness

Featured Consultants



Rob Williams,
Chief Growth Officer &
Partner,
AO People Partners



Catherine Allen
Chief Impact Officer &
Co-Founder,
AO People Partners



- Facilitated two leadership workshops to deepen the team's relationships and cohesion while exploring strategic leadership and business topics.
- Engaged in monthly coaching and advisory sessions to provide each executive team member with a safe, supportive trusted partner to explore leadership transition issues.

Results

- The company achieved **record-breaking performance**, surpassing previous benchmarks in both revenue and profit during the transition year, demonstrating seamless leadership evolution.
- The organization was recognized with **prestigious accolades**, including a spot on the Best Places to Work list and the Inc. 5000 ranking for America's Fastest Growing Companies, solidifying its reputation in the market.
- The new executive leadership team **earned high praise** from the Founders for their exceptional performance and ability to collaborate effectively, reinforcing confidence in the succession strategy.
- The company strengthened its position as a **best-in-class competitor** within its highly competitive industry, further establishing its **market leadership**.

Testimonials

"The **leadership transition has been described as smooth and seamless by team members**, indicating the effectiveness of the development program. Employees have noticed little to no disruption in daily operations, and leadership calls have maintained the same level of engagement and productivity as before."

"The introduction of new leadership roles has fostered **increased collaboration across departments**."

"The leadership development program has resulted in **better support and resources for the sales team**. Employees have highlighted improvements in tools and processes, such as the integration of VARcommerce, which has streamlined operations and added value to partnerships."

- **Chris Hagerman**, Chief Operating Officer

