**“Helping Founders and Family Business CEOs**

**Unlearn Past Habits of Success**

**As They Adjust to the Realities of**

**Private Equity Dominated Boards.”**

 

Summary:

In their review of 126 PE transactions between 1990 and 2006, Gong & Wu documented a CEO/founder turnover rate of 51% within two years of the public announcement of private equity/venture capital assuming control over the Board of Directors. (2011). These removals were usually related to Founder/CEOs having lost the confidence of the private equity dominated board of directors. They are seldom related to the company having outgrown the CEO.

This workshop is designed to provide private equity partners and founders the tools to improve CEO/Founder survival skills.

Learning Objectives

At the end of this session, you will be able to:

1. Understand the difficult unlearning Founders and family dominated company CEOs need to do in managing a Private Equity Dominated Board.
2. Understand the “Problem Solved Problem” in CEO/Board relationships and why it is so common.
3. Receive a template that can be used to help guide Founders/Family Business CEOs about the realities of Private Equity Dominated Boards.

**PUBLICATIONS**

**PSYCHOLOGY TODAY** published an article about Stybel Peabody’s work in this area:

[Click](http://www.stybelpeabody.com/newsite/pdf/ceosandpartners.docx)

**THE JOURNAL OF LEADERSHIP AND MANAGEMENT** published Stybel Peabody’s research:

 [Click](http://www.stybelpeabody.com/newsite/pdf/problemsolved.pdf)

Larry and Maryanne are co-authors of NAVIGATING THE WATERFALL, a guide for career management and job search in the 21st Century. It is published by Farr Media and available on Amazon.com. For book reviews:

 [Click](https://www.amazon.com/Navigating-Waterfall-Search-Career-Management-ebook/dp/B01JQZ8PLU/ref%3Dsr_1_1?ie=UTF8&qid=1477833779&sr=8-1&keywords=stybel+waterfall)

Stybel Peabody Associates, Inc. also conducts assessments to determine what kind of entrepreneur an individual is and the implication for investment returns:

 [Click](https://www.psychologytoday.com/us/blog/platform-success/201802/not-all-entrepreneurs-are-alike)

**ABOUT LARRY STYBEL**

Larry Stybel is a licensed doctoral level psychologist, and co-founder of two businesses.

Stybel Peabody was founded in 1979. Its mission is to help companies grow without destroying what made them great. Core services revolve around retained search, leadership development, and executive outplacement.

 www.stybelpeabody.com.

Board Options, Inc. is Larry’s second company.

Boardoptions.com is an online expert resource to Board of Director Nominating & Governance Committees. It is to Board talent what match.com is for marriage plus it keeps Board members educated with customized, high quality information.

 www.boardoptions.com.

In addition to consulting he is Adjunct Instructor of Leadership at Northeastern University’s D’Amore McKim Business School and facilitates YPO Forums.

In 2017 the Marquis Who's Who Publications Board named Larry Stybel winner of its Albert Nelson Marquis Lifetime Achievement Award. This Award recognizes Larry’s “lasting contributions to the field of leadership.” Larry is listed in Marquis’ WHO’S WHO IN BUSINESS & FINANCE and Marquis’ WHO’S WHO IN AMERICA.

Larry Stybel received his doctorate in organization development from Harvard University, an M.A. in clinical psychology from the University of Texas at Austin, and a B.A. from the City College of New York.

Larry has given talks at national conventions of the Financial Executives International, Society for Information Management, Tax Executives International, and the Manufacturers Alliance for Productivity and Improvement (MAPI), and The Legends of World Sports Conference.

Larry has given talks to alumni and students at the following institutions of higher education: Babson College, Bentley University, Dalian Institute of Technology in China, Georgetown University, Fletcher School of Law & Diplomacy at Tufts University, Harvard University Business School, Kennedy School of Government at Harvard University, MIT Sloan School, Suffolk University, University of Edinburgh, and Yale University.

He was a member of Actors Equity and has given theater performances in New York, Dallas, and Boston. Larry won the U.S. Army Best Actor Trophy for his performance as a retired Army General in Peter Usinov’s comedy, “Half Way Up the Tree.”

For video clips:

 [Video Clips and Other Talks.](https://charlijane.com/about-larry-stybel/)

For a full CV:

 [Larry's CV](https://www.linkedin.com/pulse/larry-stybels-cv-larry-stybel)

---Larry Stybel

Stybel Peabody Associates, Inc.

lstybel@stybelpeabody.com

[www.stybelpeabody.com](http://www.styblepeabody.com)

[www.boardoptions.com](http://www.boardoptions.com)

[www.linkedin.com/in/lstybel](http://www.linkedin.com/in/lstybel)

Tel. 617 594 7627