

OUR STRATEGY: Three Pillars That Guide Us



People

Developing our people and strengthening the employee experience.

Focus Areas:

- Clear roles, career paths, and expectations
- Consistent development of technical, sales, consulting, and operational skills
- Succession planning that supports long-term continuity
- Improving the employee experience from onboarding to advancement



Growth

Driving sustainable, profitable growth by expanding how we serve clients.

Focus Areas:

- Growing revenue from existing clients
- Expanding and monetizing consulting services
- Investing in industry and risk specialization
- Select acquisitions, partnerships, and geographic expansion



Operational Excellence

Improving how we work so we deliver consistently high-quality results.

Focus Areas:

- Better aligned teams and workflows
- Technology and data that reduce friction
- Clear communication of what we do and why it matters
- Strong sales practices, training, and incentives

What This Means for You

- **Clarity:** Clearer roles, priorities, and expectations
- **Opportunity:** Growth paths fueled by sustainable success
- **Support:** Better tools, workflows, and shared standards