

PROCADRES INTERNATIONAL

PRIVATE EQUITY PARTNERS

With **Bernard Le Bourgeois** and **Dominique Agrech** acting as coordinators, our **Private Equity Practice** offers solutions in **Interim Management** specifically designed for **Portfolio Companies** partnering with **PE Funds**, and for **PE Funds managers**.



BERNARD LE BOURGEOIS

Over 13 years' experience with Private Equity funds and successful LBOs as CFO and Deputy Chief Executive Officer of SPIE or Deputy General Manager of SAVERGLASS.

bernard.lebourgeois@procadres.com

+33 (0)6 86 08 93 90



DOMINIQUE AGRECH

Over 25 years' experience in Private Equity, including multisector skillset developed as board member in SMEs in Industry, Digital Business, IT, Energy, Medical and Pharmaceutical sectors.

dominique.agrech@procadres.com

+33 (0)6 85 73 44 49

Procadres International is a member of



In 2017/2018, Procadres International carried out one third of its assignments for client companies owned or partially owned by Private Equity players. Half of these assignments are involved in transformation projects, 30% in appointing transition managers or positions awaiting permanent appointments and 20% crisis situations.

ACCCELERATING a restructuring or an exit preparation

The speed of implementation is crucial in organizational changes, with a focus on being in line with the business plan and the exit schedule:



Headhunter process takes 4 to 6 months, PROCADRES fulfills a position in **a matter of days**. PROCADRES' managers are instrumental in the hiring process, leading the most difficult part of the transformation process.



The exit preparation is a specific case, PROCADRES proposes high-level managers **to hold key position at a critical moment** when continuity is not assured post-exit.

ADOPTING a good COMPLIANCE practices

Professional ethics and compliance are key in critical decision making process, i.e.: commercial challenges, notably regarding potential liabilities and intangible Assets valuation. Regulatory frameworks, such as GDPR as an example, are becoming more and more complex and require new skills.



We provide Compliance Managers to the PE Funds highly skilled in law and finance, specialized during former assignments and exclusive training courses delivered by PROCADRES.

ACTIVATING the transformation process with your investment

Whether for the implementation of a new ERP, the integration of a newly acquired business, the outsourcing of a commercial force, or an industrial restructuring, the Company's management team calls for reinforcement during a defined period. PROCADRES brings a PMO (Project Management Officer) as part of the management team, who will:



Act as a stand-alone professional to lead the transformation project.



Provide independent and objective reporting of the transformation roadmap.

THE FIVE « A »

ACHIEVING THE RECOVERY after a crisis situations

PROCADRES has developed a strong expertise of recovery situation and PROCADRES is member of the ARE⁽¹⁾. Your contact is a PROCADRES partner, familiar with urgent and complex issues. He holds the responsibility for the success of PROCADRES's Interim Executive Manager's mission, in all its different aspects:



Manager' support, and quick replacement if needed.



Definition and implementation of the first most urgent actions.



In-depth diagnosis and execution of the turnaround plan.

⁽¹⁾Association pour le Retournement des Entreprises / (French) Association for Turnaround of Companies

ASSISTING PE fund during evaluation and DUE-DILIGENCES phases

The ability to act quickly, and proactively in the evaluation process are key to make difference during investment period. PROCADRES is suited to provide high qualified managers by sector. Collaboration may start with short assignment during Due Diligence phase. The main focus is delivering as quickly as possible a comprehensive evaluation of the company and its position relative to the market ecosystem. Finalization of investment decision may lead to further project assigned to PROCADRES' Manager, i.e.:



Steering/supervision of the first post-closing 3 to 6 months period, with respect to the pre-closing audits' recommendation.



Day 1 onboarding as an operational Executive interim manager, bridging the gap with the recruitment process.