

client story BARRY ISETT & ASSOCIATES



snapshot

Results after 48 months:

Growth in Revenue: 54%

ROI with Compass Point: 21

Outcomes:

- Lehigh Valley Business Reader Rankings: **Top Engineering Firm 2017, 2018, 2019, and 2020**
- A company with a strong team who can run the company without the president



FOR MORE RESULTS CLICK HERE:
www.compasspt.com/client-stories

Business Challenge:

As a well-respected engineering firm, the team at Barry Isett was looking to move from "Good to Great" and be a company "Built to Last". The President was a non-family member looking to scale the business and mentor his successor. He felt a more formal approach, driven by a disciplined strategic plan, was the key to improvements in the client experience that would take the company to the next level. Focused on service delivery and product quality, the talented organization recognized a few communication silos existed and the need for a new onboarding process for future acquisitions. Once leery of consultants who "talk but don't deliver", the team found and selected Compass Point in 2017 to help build their plan to excel.

President's Challenge:

- Greater leadership team alignment
- How to best scale growth that ensured universal team buy-in
- G1 transition of leadership while still maintaining a role
- Financial performance seen as a plan to achieve versus just a numbers review
- Creating transparency and a new mindset of growth, while maintaining the culture of work-life balance

What President Wanted:

- An aligned leadership team that peers trusted, who developed and executed a strategic plan that led to profitable growth
- Employees with business development accountability
- Developing senior leaders in the company
- Build out satellite location plan
- Enhanced project management and higher quality projects delivered

Results of our Six Pillars of your Family Business™ Framework:

- Created a leadership team with President, developed a long range strategic plan for growth and profitability, and have produced consistent results for 4 years
- Expanded their geographic footprint with offices and talent to become a leading engineering firm of choice in Eastern PA - 4 years running!
- Added several new competencies and revenue streams, while improving client satisfaction
- Successfully acquired and integrated several businesses
- Implemented a long term succession plan for key positions
- Better education, efficiencies, and focus flowed through to positively impact profit
- Improved IT infrastructure to meet growing demands of the employee and customer base
- Successfully designed and funded a new corporate HQ
- Designed and implemented a deep learning and development program for associates

Build a business that can run without you.

Let's discuss how Compass Point can help you do just that.
[Click to setup a call](#) or [scan this QR Code to learn more.](#)



SIX PILLARS OF YOUR FAMILY BUSINESS



BUSINESS STRATEGY

- Planning for Agile Growth
- Core Values
- Rhythm & Benchmarking
- Value Acceleration



GROWING LEADERS

- Who Then What
- Key Executive Development
- Team Alignment
- Company Culture



TRANSITION

- Next Generation
- 8 Options of Transition
- Legacy Planning



FAMILY DYNAMICS

- Prepare for the 5Ds
- 3 Circles Business System
- Family Handbook



FINANCIAL GAP

- Financial Modeling for Owner
- Harvesting Income Now
- Lifestyle Expectations
- Manage Risk



NEXT CHAPTER

- Define Your Vision
- Transition to vs Leaving from
- What's Your Runway

Successful Businesses. Aligned Ownership. Stronger Families.

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