

CASE STUDY

A TYGES PARTNERSHIP WITH PRIVATE EQUITY

Twelve Hires | Three Years | \$5M+ in Measurable Savings

Over three years, TYGES partnered with a leading mid-market private equity firm to complete twelve leadership placements across multiple portfolio companies. Those hires contributed more than \$5 million in documented operational savings, achieved a 92% retention rate, and created lasting value that extended beyond individual searches.

12

LEADERSHIP PLACEMENTS

\$5M+

DOCUMENTED SAVINGS

92%

RETENTION RATE



BUILDING A TRUSTED PRIVATE EQUITY PARTNERSHIP

The relationship began in 2022 when a long-time client joined a leading mid-market private equity firm as an Operating Partner. After more than a decade of successful collaboration across multiple businesses, he turned to TYGES to fill a critical supply chain leadership position for one of the firm's portfolio companies. The successful placement became the foundation for an ongoing partnership spanning twelve leadership hires across multiple portfolio companies.

WHY PRIVATE EQUITY EXECUTIVE SEARCH IS DIFFERENT

Recruiting leaders for private equity-backed companies is fundamentally different from traditional executive search. Every leadership decision directly impacts operational execution, EBITDA growth, and investment returns.

- 01 Accelerated hiring timelines where every vacant leadership seat has measurable financial impact.
- 02 Alignment between both the PE sponsor and portfolio company leadership.
- 03 Complex compensation structures including equity and incentive plans.
- 04 Strict confidentiality throughout the hiring process.
- 05 Frequent communication among multiple stakeholders.



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TURNING AROUND A CHALLENGING SEARCH

When another search firm was unable to gain traction on a senior distribution and transportation search, TYGES was engaged. Although the search was paused midway due to internal client changes, TYGES honored the original engagement when the search resumed six months later.

BUSINESS RESULTS

\$3 million

Freight savings during Year One.

\$1.5 million

Additional projected in Year Two.

~\$500,000

Additional savings through improved compliance and shipment performance.

CASE STUDY

ONE SEARCH, TWO STRATEGIC HIRES

A plant operations search ultimately resulted in two strategic leadership placements. One candidate was promoted to Director of Operations within a year, while another accepted the Head of Continuous Improvement role, demonstrating the depth of TYGES' research and talent assessment.

RELATIONSHIPS THAT CONTINUE BEYOND THE EXIT

The strongest measure of success is not simply filling positions, but creating lasting business value. Former portfolio companies have continued to engage TYGES after ownership changes, while executives placed through these searches remain in key leadership roles.



WHY PRIVATE EQUITY FIRMS CHOOSE TYGES

12 leadership placements across three years	92% retention rate
Deep understanding of sponsor–portfolio dynamics	More than \$5 million in documented operational savings
Long-term partnerships built on measurable results	

Looking for a Search Partner Who Understands Private Equity?

Whether building a leadership team, replacing a critical executive, or preparing a portfolio company for accelerated growth, TYGES delivers the speed, market insight, and execution experience private equity firms require.

