

# Team Ethos for Scale and Continuity

## Context

HLC, a regional commercial real estate firm based in Dallas, desired to democratize leadership and continue growing, driving continued financial performance while laying a foundation for eventual founder succession.

### Client Task

Assess the capacity for team culture and management skill among the current VP level executives and train them for dispersed decision making.

### RKE Solution

Delivered a 12-month multimodal engagement that began with tailored 360s, included two blocks of live training, virtual coaching, and three other assessments for the top 12 performers in the firm.

### Client Results

1. A President was identified and onboarded
2. A new meeting cadence was implemented
3. Top-line growth continues at pace
4. The founder is able to invest more time in adjacent projects.

### The RKE Difference



**Built With Collaboration**



**Spotlight on Your Expertise**



**Iterative Process**

## Testimonial

"RKE's Management Accelerator has transformed how our team operates. The collaborative nature of the discussions allowed everyone to have a voice, regardless of title. The value proposition work helped us clearly articulate what we offer our investors... After nearly 19 years with the company, I'm seeing unprecedented growth opportunities emerge through this team approach to leadership."

Managing Director and Participant

