

Les Ward
Partner



Select Executive Experience

New Tech Global (2018-2023)

Chief Financial Officer

BlackBriar Advisors, LLC (2010-2018)

Partner & Founding Member

Court Reporters Clearinghouse, Inc. (2009-2010)

Chief Executive Officer

Tatum LLC (2008-2009)

Managing Partner

Young Presidents' Organization International (2003-2008)

COO, CAO, & CFO

WEBCE.COM, LLC (2000-2002)

President and CEO

Ward Consulting (1999-2000)

President

Source Services Corporation

President and CEO (1994 – 1998)

Vice President, COO, CFO, Corporate Secretary (1989 - 1994)

KPMG (1976-1978)

Senior Auditor

Core Competencies

Business Strategy

Executive Management

Due Diligence

M&A

Private Equity

Executive Profile

Les Ward is a Partner on the Texas South team of SeatonHill. Beginning his career with a Big 4 accounting firm, Les is an Operations and Finance executive with broad-based experience in the oil & gas, staffing/consulting, financial services, manufacturing, distribution, and technology industries. Among his many accomplishments, he successfully led the restructuring and turnaround of an energy services industry leader, transitioning the company to a new banking relationship and leading the project team to complete a merger with a competitor of equal size. He has also served as a C-suite leader for many organizations and has held several Board roles. As a leader, Les strives to set an example for respect, common courtesy, hard work, honesty, and fiscal responsibility.

Education & Certifications

Bachelor of Business Administration in Accounting & Finance

Texas Tech University, Rawls College of Business

Key Experience

International Project Management Firm: As Chief Financial Officer, Les led the turnaround effort following a significant industry downturn, providing leadership in finance, accounting, information technology, and human resources for 17 legal entities within the company umbrella in the U.S., Latin America, and the Middle East. He identified, negotiated, and closed new a banking relationship involving an operating line of credit, treasury management services, and real estate loans. Les also led the team effort to accomplish a merger with a major industry competitor. He led the ERP research and selection process including the conversion from legacy, on-premise systems, and the implementation of a major cloud-based ERP. Les oversaw the implementation of an enterprise-level CRM system and researched, selected, and led the conversion to the new payroll system.

(continued)



Our partners have deep experience across multiple industries, and can quickly integrate into your organization to provide the insights you need to succeed in today's marketplace.

Les Ward
Partner



Key Experience (continued)

Business Advisory Firm: As a Partner & Founding Member, Les provided rapid solutions to complex financial and operational challenges for client companies in manufacturing, services, distribution, and non-profit sectors. He also developed and implemented strategic and tactical plans to maximize profitability, cash flow, and enterprise value for all stakeholders.

Litigation Support Firm: As CEO, Les was recruited by the firm owner and founder to expand the footprint of offices nationally following twelve years of successful operation through five offices in Texas. He was responsible for all aspects of corporate management, marketing, and business development.

Global CEO Membership Organization: As COO, CAO, and CFO Les was recruited by the CEO and International Board of Directors to drive the transformation to a professionally managed organization. He was responsible for all aspects of organizational development and management including membership relations, event administration, finance and accounting, banking relations, information technology, risk management, legal matters, contract administration, and human resources. Les led the turnaround from a negative net worth to 6+ months of operating expenses in financial reserves. He also completed a merger with the World Presidents' Organization, integrating operations, information technology, people and processes to an organization with a combined membership of approximately 17,000 members, creating the largest CEO membership organization in the world.

Nationwide Technology-Based Distance Learning Company: As CEO (and Board of Managers Member), Les was recruited by the majority investor to expand on the company's vision, establish an overall strategic direction, and assume day-to-day responsibility for the execution of the business plan. He completed the acquisition of a legal continuing education company and closed a deal with national finance and accounting continuing professional education content provider. Most notably, Les increased sales by over 450%.

International Search and Consulting Firm: As CEO (and Board of Directors Member), Les completed the first strategic restructuring in the company's history, enabling expansion into multiple service offerings across multiple technical disciplines in 55 markets throughout the U.S., Europe, and Canada. He also negotiated and closed a \$500 million merger with a major competitor, increased revenues from \$32 million to \$325+ million in three years, and successfully completed the company's initial public offering. Under Les' leadership, the company was twice named among the 200 Best Small Companies in America by Forbes Magazine and twice recognized as one of the fastest growing companies in the Dallas/Ft. Worth Metroplex.

As CFO and COO, Les relocated the company's headquarters from California to Texas. He recruited, hired, and trained a new administrative team. Les established new banking relations and negotiated a \$20 million line of credit. He reduced corporate staff by 60% saving more than \$2 million annually. Les also implemented a branch office reorganization/cost reduction plan, saving \$10 million over two years. He administered employment contracts for 600+ professionals and approved all contracts, and real estate leases in 47 states, and coordinated all corporate legal activities with outside counsel.

SEATONHILL™

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