
— INTRODUCING — THE INDUSTRIAL SERVICES POWER CIRCLE

Roll-ups don't come with a peer group. *This one does.*

A confidential, peer-only circle for PE-backed CEOs running industrial services companies — HVAC, facilities, fire and life safety, environmental, route-based field services. Small. Curated. By invitation.

FOR

PE-Backed Industrial Services CEOs

FORMAT

Eight Seats · Monthly · By Invitation

COHORT

By Referral or Invitation

The industrial services CEO sees patterns across tuck-ins, GMs, and labor models that no single site leader ever sees — but has nowhere to compare notes outside the sponsor.

— WHAT INDUSTRIAL SERVICES CEOS WORK THROUGH

The conversations that don't fit *in a board deck*.

Not operational reviews. The structural tensions that come with running a platform, an integration calendar, and a sponsor thesis at the same time.

THE INTEGRATION CALENDAR VS. THE OPERATING CALENDAR

Running tuck-ins while keeping the existing platform moving — and what gets shortchanged when both are live at once.

GMS WHO CAME WITH THE DEAL

The leaders acquired with the platform who made sense for the prior owner and may not for the current one.

THE SPONSOR THESIS VS. WHAT YOU'RE SEEING ON THE GROUND

Where the investment thesis and the operational reality are diverging — and what you do before that gap shows up in a board deck.

BUILDING THE PLATFORM WHILE RUNNING IT

Every operating system decision that has to happen without stopping the business — and who carries it.

SENIOR HIRE DISCIPLINE AT ACQUISITION PACE

The urgency to fill a GM or CRO seat and the cost of filling it wrong when the growth engine is tuck-ins.

— WHAT'S IN THE ROOM

Four standing assets, *built for the platform seat.*

Not coaching. Not a peer group. A working circle with the assets behind it.

01

THE CIRCLE Monthly Working Session

90 minutes. Eight CEOs. Member-submitted scenarios on tuck-in integration, labor model, and unit economics. Confidential, off the record.

02

THE LIBRARY CEO Pattern Library

The Three Seasons framework, eight CEO archetypes, and the field-tested diagnostics — applied to multi-site, route-based, and field-led models.

03

THE BENCH Direct Access

1:1 calls with Matt Sharrers and the Navigator coaching bench when an integration, GM-team, or sponsor conversation needs a second read.

04

THE EDGE AI Operating Hours

A monthly session on how industrial services CEOs are using AI inside dispatch, scheduling, and field operations — current practice, not theory.

— WHY IT WORKS FOR INDUSTRIAL CEOS

- The industrial services CEO runs an integration calendar, a labor model, and a sponsor thesis simultaneously — most peer rooms don't carry anyone doing all three at once.
- Sharper diagnostics on capacity, integration risk, and GM performance before they show up in a missed quarter.
- A confidential bench when a tuck-in, a labor decision, or a sponsor conversation needs a second read.

— THE PREVIEW SESSION

A 60-minute working preview for prospective members. Meet two current CEOs, walk through a live integration or labor-model scenario, and leave with the eight-archetype packet — whether you decide to join or not.

The industrial services CEO runs a company most peer rooms don't understand by reflex. *Margin sits in route density, labor mix, and tuck-in math.* The pattern repeats across sectors — but it rarely shows up in a generalist CEO room.

Drawn from 212 one-on-one CEO conversations across 54 PE firms.

— RESERVE A SEAT

The CEOs already in the room are not looking for content. They're looking for a place to say what they actually see inside the operation, with peers who see the same things. The preview session is built to show you the room before you sit in it.

— Matt Sharrers, Co-Founder, ETJ Life

