

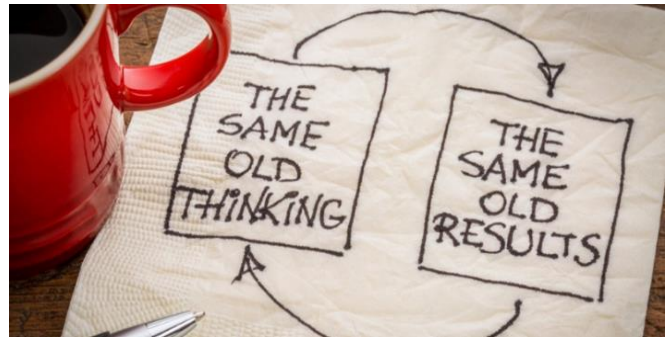
# CHANGE or DIE



## Change is hard. Not changing is Fatal

Business is **Darwinian**, "It is the most **adaptable to change** that survives", & most organizations want to **grow & thrive**, not just survive. But many are **struggling**:

- **Succession/Transition** – what happens if they can't sell the business?
- **Stagnant** – no growth
- **Scalability/Hyper-Growth** – at risk of being killed by too much success
- **Not profitable** – unsustainable
- Unable to **attract Investment** to grow in an **ESG** (environment, social, governance) financial world
- Struggling to **Attract, Develop & Retain** the best young **talent**
- **High Risk** - unsure of how to cope with disruptive market changes
- **Fractured Culture** – silos, no synergy



**CEVO™** is an **ESG organizational transformation** consultancy that combines an **ESG conscious business** philosophy with a proven **agile transformation** process to **drive business growth**:

- **Grow Succession – MExit™** - maximize the value of your exit
- **Grow Revenue** – growth marketing & innovation
- **Grow Profitability** – operational excellence
- **Attract Investment** – smart money buys into ESG conscious businesses
- **Grow Talent** – Attract, develop, & retain the best people
- **Grow Adaptability (AQ)** – future-proof by being adaptive, agile & resilient
- **Grow Accountability** – for team performance & results
- **Grow Culture** – based on core values



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## What Our Clients Say:

**GROWTH & DIVERSIFICATION** - "Brad challenged us to address & focus on the pinch points within our business... created a safe environment for the team, asked us the tough questions that needed to be asked, & gave us the tools to successfully implement the solutions."

**Vice President, Mid-Size Geomatics Company**

**NEW LEADERSHIP & DIVERSIFICATION** - "Brad enabled us to get clear on what our company stands for & create an amazing company culture. Brad provided the tools & best practices to allow us to tweak, tailor & elevate our culture"

**Co-Owner, Land & Engagement Company**

**OPERATIONAL EXCELLENCE & DIVESTITURE** - "Brad has great experience with business teams & combined with his ability to be a clear & articulate communicator / facilitator... & we have been using many of the tools Brad first introduced us to now for over 5 years. These tools have become cornerstones"

**President, Mid-Size EPCM Engineering Company**

**TEAM BUILDING & RESTRUCTURING** - "Brad was able to get us started on a major initiative within the organization that we had been pushing off for a while. He prepared us well for hard but honest conversation that needed to be had"

**VP Business Development, Sector Leading Software Company**

**HYPER GROWTH** - "The professional insight provided by Brad has been instrumental to the many changes we have made in our organization. We did not realize the amount of changes our organization required to be successful"

**CEO, Construction Contracting Company**

**TEAM BUILDING & RESTRUCTURING** - "Brad has the ability to create honest & open spaces for people to share & grow... & does an exceptional job of bringing people together & guiding them through a strategic process that brings on measurable results"

**President, Industrial Education Company**



**Brad Gaulin**  
Chief Evolution Officer

**CEvO** Solutions Inc. was founded by **Brad Gaulin**, P.Eng., MBA. Brad is an organizational change agent & executive team coach that has been **transforming** organizations for over **13 years** as a consultant, & for over 35 years as a professional, executive & serial entrepreneur. CEvO **empowers organizations to consciously change & grow** by combining an **ESG conscious business philosophy**, with a proven **agile organizational transformation process**. Clients can leverage our extensive experience in **strategy, innovation, growth marketing**, organizational design, operational excellence, team building, leadership & **cultural transformation**. "We're not consultants; we're **fractional executive team coaches**, hands-on, actively helping **make change happen**". Just ask our clients who are our **biggest fans**.

***Work with us to consciously transform your business!***