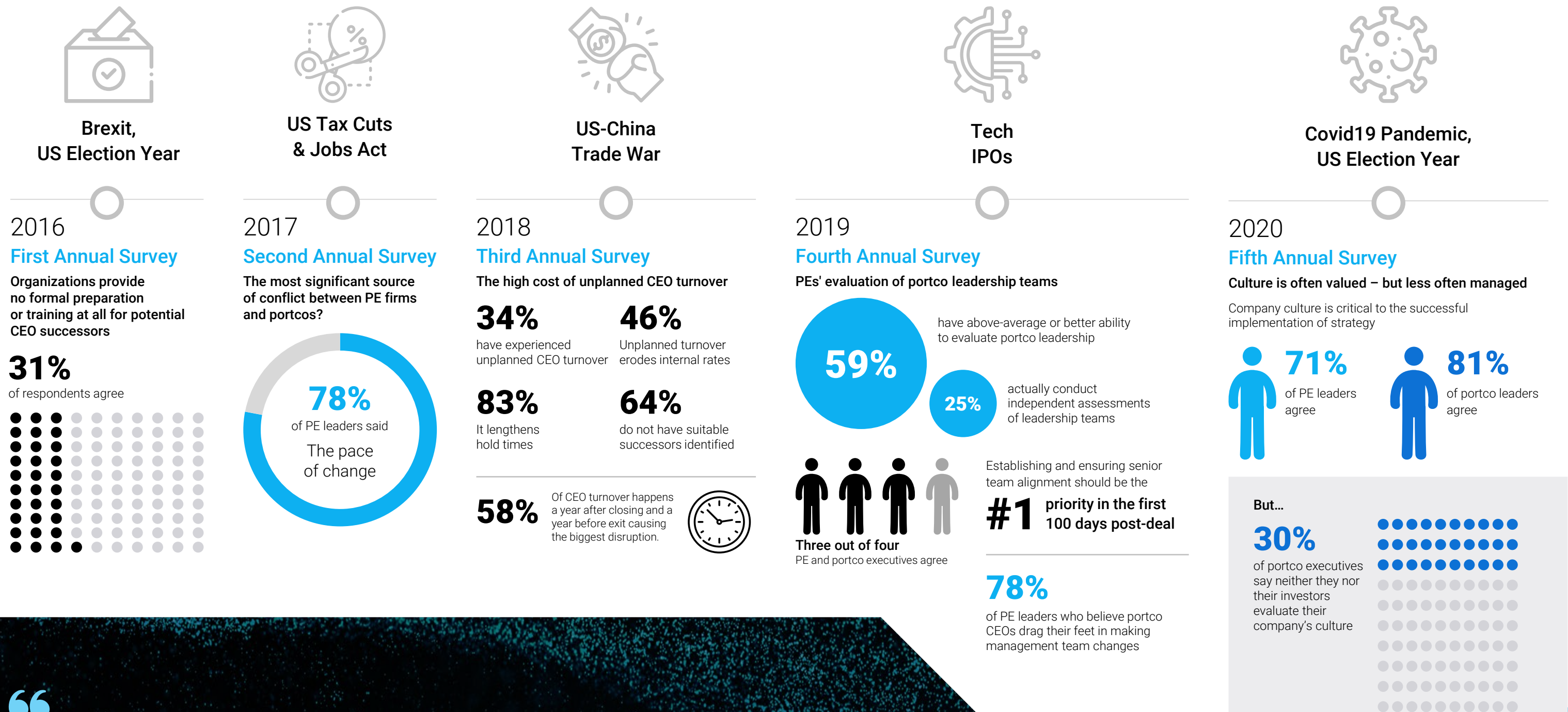


# AlixPartners Decade of data

For a decade now, AlixPartners has been collecting insights from Private Equity and Portfolio Company executives. **Here's a look back at where we've been, including major market disruptions**



“

Leading through disruption has accelerated the importance of human capital in creating value. That's not surprising because how a company leads and manages its talent can not only make or break its ability to survive crises but also determine whether it will thrive in the aftermath”

Ted Bililies, Ph.D. | **Sixth Annual Survey**

# AlixPartners Decade of data



Disruption has become the norm for the PE industry. Rapidly evolving economic and competitive dynamics, the proliferation of AI across industries, expensive debt and underperforming assets, and anxious investors are all contributing to uncertainty and risk. One thing is certain: PE firms and their portcos need to be aligned to attract and deploy the best leaders to retain an edge"

Jason McDannold | Ninth Annual Survey

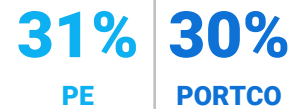
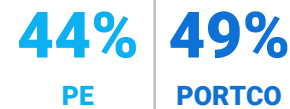
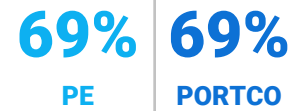


## Supply Chain Crisis, Rise of ESG

2021

### Sixth Annual Survey

In periods of disruption, leadership and human capital are a top priority lever for generating value in portfolio companies



## The Great Resignation, Inflation Surge, War in Ukraine

2022

### Seventh Annual Survey

The "Great Resignation" and the War for Talent

We see talent recruitment as a major challenge



**67%**  
of PE leaders agree



**68%**  
of portco leaders agree



**#1** Burnout

Both PEs and portcos rank burnout as the #1 issue for their talent pool

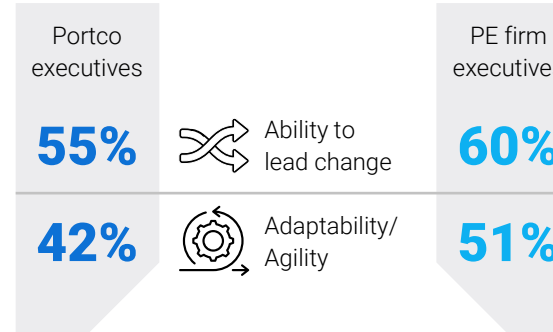


## AI Revolution

2023

### Eighth Annual Survey

The most important portco leadership traits

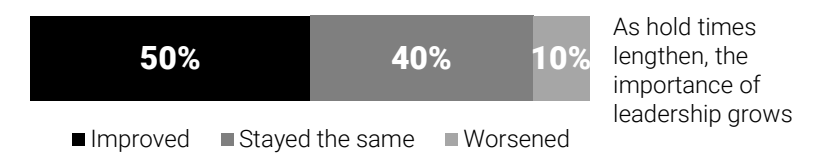


## Lowering Interest Rates, Global Energy Transition, US Election Year

2024

### Ninth Annual Survey

How portco leaders describe their relationship with PE Firms



The biggest talent challenges because of longer hold times



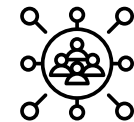
**39%**

Retaining the best talent



**33%**

Building a strong leadership team



**27%**

Keeping the leadership engaged



In the mind of private equity, the best leaders drive change, motivate their teams, are resilient and agile; they see the big picture. To PE leaders, these traits matter because they have the greatest impact on generating high returns for investors. When things go wrong, in their view, it's because leadership has been unfocused in execution, not urgent enough in how it executes, or too hands-off"

Rich Wallace | Eighth Annual Survey

Reflecting on a decade of insights reminds us of where the industry has been and how far it has come. We can leverage this knowledge as we look forward to the exciting possibilities and challenges the next ten years will bring.