

# Omar Rivas

FOUNDER · LEADERSHIP ADVISORY

*Omar Rivas, LLC*

Top 9 Worldwide, Toastmasters International Speech Championship (30,000+ competitors, 116 countries)

## Executive Coaching and Leadership Advisory for *Leaders Whose Own Habits Have Become the Ceiling.*

I work with senior leaders, founders, and PE-backed CEOs on the specific behavioral and cultural realities that determine whether a strategy actually executes. Forty-seven years of operating and advisory experience across 14 ventures — not theory, practitioner authority. If your client already has a good business and a real leadership gap standing between them and the next stage, that's where I come in.

### WHAT TO LISTEN FOR

- " My leadership team says the right things and still doesn't execute
- " I don't trust my bench the way I need to for what's next
- " We're growing fast and I'm still the bottleneck on every decision
- " I inherited a leadership team, a culture, or a set of habits I didn't build
- " The board wants change I'm not sure my people are ready for

### WHY LEADERS HIRE ME

- Senior-level coaching and advisory grounded in decades actually running and advising companies, not frameworks alone
- Direct, honest engagement — the advisor who says what everyone else is thinking but won't say
- Experience across founder-led, PE-backed, and multi-site operating businesses
- Works at both altitudes: the C-suite conversation and the manager-level conversations underneath it

### THE VALUE I BRING

I close the gap between the strategy in the deck and the behavior in the hallway — the conversations being postponed, the trust that's been spent, the operating cadence that's out of rhythm. My clients are usually leading well-built businesses that have hit a ceiling their own habits created. The work is naming that plainly, then building the discipline to close it.

## *What I Deliver*

### *Executive Coaching*

- — One-on-one advisory with CEOs, founders, and senior leaders
- — Grounded in behavioral reality, not aspirational frameworks
- — Sustained relationships, not one-time interventions

### *Leadership Team Facilitation*

- — Sessions built for genuine alignment, not the appearance of it
- — Direct and structured — not therapeutic
- — Execution cadence, trust repair, and succession-readiness work

### *Strategic Architecture*

- — Clarity of direction and shared accountability structures
- — Transition, succession, and growth-stage advisory
- — Thought leadership content that extends the engagement

### WHO I WORK BEST WITH

- — Senior leaders in the seat — C-suite, VP, and Director-level executives
- — Founders whose identity is entangled with the business
- — PE-backed CEOs running a company on someone else's clock
- — PE operating partners and board members supporting a leader through transition

### WHERE I ADD THE MOST VALUE

- — Leadership transitions — first 100 days, mid-cycle, pre-exit
- — Execution breakdowns that look like strategy problems but aren't
- — Succession and bench-strength gaps
- — Multi-site or multi-plant organizations navigating growth

## How to Refer a Leader to *Me*

*Three moves. Two minutes. A warm introduction beats a forwarded link.*

### 1 MAKE THE INTRODUCTION

Email me and the leader together at **connect@omarrivas.com**. A few sentences from you carry more weight than anything I could send. If a warm note isn't practical, point them to **omarrivas.com**.

### 2 TELL ME THREE THINGS

The leader's name and seat. What is stalling — a transition, an execution gap, a team that isn't gelling. And the clock they're on: a board date, a first 100 days, an exit.

### 3 I TAKE IT FROM THERE

I reach out to the leader directly, and I promise to get back to you or your client within 24 hours. The first conversation is complimentary, and I come to it ready to name the real issue plainly.

*"I'd like to introduce you to Omar Rivas, Founder of Omar Rivas, LLC. With 47 years across 14 ventures, Omar works with CEOs, founders, and senior teams on the behavioral realities that determine whether a strategy actually gets executed — not just whether it looks good on a slide. If you're navigating a leadership transition, an execution stall, or a team that isn't quite gelling, I'd recommend a conversation with him."*

*"Omar is extremely personable and will work with you to ensure that you improve at your pace. Great coach and speaker that I had the pleasure to be with and would definitely recommend him for anyone at any skill set — whether you think you are great or not, Omar will find ways to further improve your leadership skills. The tools that Omar provided me a year ago are still being used by me today!"* **— MOHAMMED VERSI, VICE PRESIDENT, HTC**

***My Offer to You: A complimentary conversation for any referred leader.***

**Omar Rivas, LLC · Consultant to OneAccord**

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