

Summary

Steve Gilbert returned to ScottMadden in 2022, having previously worked for the firm from 2008 to 2011. He brings more than 25 years of experience in consulting and senior executive leadership across a variety of sectors, including electric utilities, multinational corporations, and private equity-backed portfolio companies. He has expertise in strategy development, organizational design, and M&A integration to drive operational excellence throughout the enterprise. Steve received an S.M. in management and engineering from the Massachusetts Institute of Technology and holds a B.M.E. from the Georgia Institute of Technology.

Areas of Specialization

- M&A Due Diligence and Integration
- Supply Chain
- Finance and Accounting
- Strategic Assessment and Planning
- Strategy Implementation
- Change Management Strategy and Planning

Recent Articles and Speeches

- [Private Equity Rapid Organic Improvement to the Portfolio](#)

Recent Assignments

- Assessed technology architecture for a private equity-owned telecommunications company and developed a future state technology strategy to guide capital investment and prioritize technology improvements to prepare the business for scale
- Led change management and stakeholder engagement in support of integration of a recent acquisition that included onboarding more than 900 employees, opening a new facility, and converting more than 100 business applications to new systems
- Established and led an integration management office to integrate three recent acquisitions for a private-equity-owned provider of maintenance services for linear accelerators for oncology centers; work streams included finance, human resources, facilities, operations, technical training, communications, and change management
- Directed strategy, people, process, tools, and technology for an \$80 million business unit with 600 employees, providing nationwide telecommunications installation and emergency maintenance field service for Fortune 500 service providers
- Established new offices in five cities to include new real estate, hiring of local teams, and market launch to perform residential installation services for a Fortune 50 internet service provider, resulting in annual revenue performance of \$15 million
- Built a near-shore call center platform of 50 staff in support of 24/7 on-shore operations that scheduled technicians for telecommunications field service events and performed quality assurance checks
- Led add-on acquisition (from preliminary negotiations through integration) of a \$10 million fire and life safety system installation company
- Represented company in presentations with prospective investors and through due diligence for business recapitalization valued at \$200 million and exit of private equity ownership
- Created strategy for integrating a \$35 million regional beverage bottler into North American operations via detailed financial analysis of historical performance and scenario analysis of available alternatives
- Drove divestiture of \$14 million beverage and snack vending business from a regional beverage bottler and developed post-sale operational plans for the bottler once the transaction was complete
- Developed equipment lifecycle management policies for vending equipment in North America to reduce the total cost of ownership by 20%