

Bruce Eckfeldt

Business coach and strategic advisor to founder-CEOs of mid-market growth companies

> **A team that never argues isn't aligned. It's avoiding. The best leadership teams design the tension in, and the CEO speaks last.**

FULL DAYS

LEADERSHIP

Leadership Team Intensive
A full day building the team that can run the company without the founder.

STRATEGY

Growth Strategy Intensive
One leadership team, one day, one plan the team will actually run.

EXIT

Exit Readiness Intensive
A full day to get the company and the founder ready for a sale.

LINKS

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FULL-DAY PROGRAM

Leadership Team Intensive

A full day building the team that can run the company without the founder.

The team that built a company is rarely the team that scales it. This full day works with one leadership team. The morning looks hard at the team as it stands: roles, decision rights, and how it handles conflict and accountability. The afternoon turns that into structure, with clear seats, clear decision rights, and a meeting rhythm the team will keep.

TOPICS COVERED

- Stage fit, not talent: what the next three years require of the team
- Decision rights: who decides, who recommends, and who is consulted
- Productive conflict, and why the CEO speaks last
- Accountability as a system: scorecards, metrics, and a regular rhythm

KEY TAKEAWAYS

- ✓ A shared view of the team's strengths and gaps, based on data rather than history
- ✓ Role scorecards and decision rights for the decisions that matter most
- ✓ A meeting rhythm and the commitments the team will hold each other to

ABOUT BRUCE

Bruce Eckfeldt is a business coach and strategic advisor for founder-CEOs of growth-stage companies. He draws on firsthand experience as a former Inc. 500 CEO who founded, scaled, and successfully exited a Lean/Agile software development agency in 2013, and has coached founders through scaling and exiting for more than a decade.

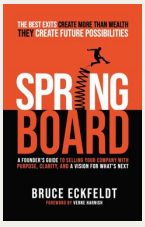
He is the author of Springboard, has written more than 240 articles for Inc. Magazine, and hosts the podcast From Angel to Exit.

CREDENTIALS

- Certified Exit Planning Advisor (CEPA), 2025
- Predictive Index Certified Consultant, 2020
- Scaling Up Certified Coach, 2016
- Flow Research Collective Certified Coach, 2023
- Metronomics/3HAG Certified Coach, 2019
- Inc. 500/5000 CEO, five years

BOOK THIS PROGRAM

This program runs as a full day for one leadership team, with interviews before the day and a written summary of decisions, owners, and dates after. Teams that want to keep going continue with LEADERSHIP360. To book it, or to talk through what would work for your group, email **speaking@eckfeldt.com** or visit **eckfeldt.com/speaking**.



THE BOOK

Springboard

A Founder's Guide to Selling Your Company With Purpose, Clarity, and a Vision for What's Next. Foreword by Verne Harnish.

The book argues that buyers pay for a company that runs without its founder, and the leadership team is one of the biggest drivers of that value. First three chapters free at **eckfeldt.com/springboard**.