

SCALEWRIGHTS

SPEAKER ONE-SHEET · KEYNOTES AND PODCASTS

Dr. Scott Kimball. The operator who talks about what happens *after the ink dries.*

Integration Partner and Operating Partner. Twenty years as an operator: EVP through a sale to private equity, then Chief People Officer of the acquirer, making six manufacturers across seven plants and 2,500 people into one company. PhD in industrial-organizational psychology; Gallup doctoral internship under Donald O. Clifton. Fluent in English and Spanish.

For boards, deal teams, operating-partner groups and owner audiences. No slides-as-script, no motivational register. An operator telling a room what he has seen and what to do about it, with the numbers.

The talks

The deal closed. The company is not.

The people side of integration: why a synergy without a name is a rumor, the five lines a board checks at day one hundred, and the three gates, Structure, Stability, Direction, that turn two companies into one. Built on the ten predictors of people-side integration success.

The founder cannot be the system.

Why two identical income statements price at 3× and 6×, what a buyer's team discounts in the first hour, and how a company learns to run a full week without its owner.

Structure first. Stability second. Direction third.

One operating doctrine for every company at an ownership change, the nine Laws behind it, and what goes wrong when a board skips a gate.

Audiences that book him

- Private-equity annual meetings and portfolio-CEO summits
- ACG, deal-professional and M&A conferences
- Operating-partner and value-creation groups
- Owner, family-business and founder audiences
- Podcasts on integration, operating partners, founder transition, the people side of PE

KEYNOTE

$5,500 flat

45–60 minutes plus Q&A. Travel billed at cost. Content tailored to the room from a 30-minute call with the organizer. Workshops and half-days scoped on request.

PODCAST APPEARANCES

Negotiable

Often no fee for the right audience. Send a link to the show and who listens; comfortable with long-form, panel and Spanish-language formats.

FORMATS

In person or remote

Keynote, fireside, panel, board-dinner talk. Comfortable in front of 1,500 people and in front of six.

Seven plants

six manufacturers made one company, as the executive responsible

2,500 people

pay, benefits and org chart harmonized across sites in the US and UK

Eleven

HVAC businesses brought into one platform: eleven integrations in a row

Two hats

operator inside companies; investor through CLMB Ventures since 2023

Dr. Scott Kimball has spent two decades building companies, fourteen of them as a manufacturing executive, and has presented to boards, lenders and plant floors across North and Latin America. He gave daily trainings to Indian business leaders as a delegate on a governor's trade mission, taught doctoral courses in organization development at Loma Linda University, and is the author of nine books and four playbooks on how companies get built. He hosts the Dr. Scott Kimball channel on YouTube.

Book Scott · scott@scalewrights.com · send the date, the audience and the room
Bio, headshots and talk abstracts: scalewrights.com/scott-kimball

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