



# Rapid Growth Leadership: Who They Are, How to Find Them, and How the Wrong Fit Can Hurt Growth

By GESG and Logisyn Advisors

Some executives thrive in optimization; others, in ambiguity. The challenge in PE-backed logistics growth is distinguishing the difference and making the right leadership decisions before momentum stalls. Drawing from decades of advisory experience, GESG and Logisyn explore what defines a rapid growth leader, why leadership missteps in M&A create drag, and how to integrate leadership strategy into every stage of the deal lifecycle.

## The Profile and Importance of a Rapid Growth Leader

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“Rapid Growth Leaders have a track record of scaling fragmented businesses and managing complexity across functions and regions,” says Scott Chadbourne, President of GESG. The most successful leaders consistently demonstrate:

- Operational precision matched with strategic foresight
- Experience in post-merger integration, roll-ups, or PE-backed scaling
- Emotional intelligence
- Financial, commercial, and industry fluency

Leadership missteps post-acquisition often take the form of cultural disconnects, inflexibility, lack of communication, or strategic hesitations.

## Leadership as a Strategic Priority

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**“**Fifty percent of all transactions fail to meet buyer expectations,” says Ron Lentz, Managing Partner at Logisyn. “And leadership alignment is almost always a factor. Evaluating cultural fit and shared goals before closing is essential to mitigating that risk.”

Today’s logistics executive needs to bridge operations, finance, and digital fluency in ways that didn’t exist five years ago. “Rapid growth requires generalists who can lead across silos,” says Gustavo Stille, Managing Director (Freight Forwarding, Aviation & Maritime) at GESG. “Those who stay in their lane will get left behind.”

To adapt, GESG's candidate evaluation now includes:

- Technological literacy as a leadership requirement
- Experience with cross-border teams and compliance
- Sensitivity to ESG expectations from investors and partners

## How GESG and Logisyn Identify the Right Leaders

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GESG's approach combines deep sector experience with role-specific evaluation to source leadership candidates uniquely suited for scale. Their methodology focuses on:

- Specialized talent mapping across logistics and supply chain
- Assessment of adaptability, financial fluency, and cultural agility
- Alignment of executive history with investor expectations and growth stage

Logisyn, meanwhile, brings strategic leadership evaluation in M&A by integrating cultural and management fit into both buy- and sell-side mandates. Services include:

- Management team assessments during early due diligence
- Evaluation of company cultural alignment during initial buyer-seller meetings
- Strategic advisory on succession planning and executive integration post-close

From integration planning to board reporting to cultural cohesion, leaders shape every aspect that investors care about.

**To discuss your leadership strategy or assess your transaction readiness, contact the teams at GESG or Logisyn. Together, we help companies scale with clarity and confidence.**

## About GESG

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GESG

GESG is the leading executive search firm specializing in transportation, logistics, and supply chain management. Headquartered in Ohio, GESG operates globally, leveraging a team of over 50 permanent placement recruiters with a combined 400 years of search expertise. With 25 years of success, we have partnered with over 3,000 organizations and 150 private equity firms to deliver exceptional talent solutions.

[gesg.com](https://gesg.com)

## About Logisyn

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Logisyn Advisors takes pride in its unique approach to mergers and acquisitions (M&A) within the global logistics sector. We work with both domestic and international logistics companies searching for a strategic partner, and we also advise international corporations looking to expand their global footprint. Our executives bring decades of deep domain expertise to the table to help you make the ideal next step for your business.

[logisyn.com](https://logisyn.com)