MICHAEL HOARD

MICHAEL P. HOARD

Operating Partner | Enterprise Execution & Scale

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WHAT I DO

I work with PE- and VC-backed companies post-close to professionalize execution, reduce operating risk, and install repeatable systems for scale.

I don't run functions. I build operating models - playbooks, dashboards, governance, and cadence - so leadership teams can scale predictably instead of heroically.

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WHERE I CREATE VALUE

Founder-to-Scale Transitions

- Replace tribal knowledge with defined roles, standards, and decision rights

- Reduce founder dependency without cultural damage

Execution & Governance

- Install operating cadence, readiness models, and escalation paths

- Turn anecdotes into dashboards boards can trust

Portfolio Visibility

- Build executive dashboards for forecasting, risk detection, and sequencing

- Enable investors to see problems early, not after misses

Cross-Functional Leadership

- Lead distributed internal teams and vendor ecosystems

- Enforce standards through systems, not personality

EXPERIENCE SNAPSHOT

- 15+ years operating inside growth-stage and PE-backed companies

- Built execution systems across SaaS, education, and services platforms

- Former founder with direct P&L and scale experience

- Regular board and investor-facing operator

ENGAGEMENT MODELS

- Operating Partner (Portfolio or Firm-Level)

- Embedded Operator (3–12 months per asset)

- Interim COO / SVP Execution

- Venture Studio Operator-in-Residence

COMPENSATION: Retainer + portfolio equity