

HOW WE WORK TOGETHER

Closing the Gap Between Vision and Execution

Most supply chain organizations don't lack strategy—they lack the ability to execute it. CatalystSC Partners works with manufacturers, distributors, and retailers who operate private fleets to bridge that gap. We deliver outcomes, not frameworks. We diagnose root causes, not symptoms. And we stay engaged through implementation, not just strategy development.

Whether you need a comprehensive operational transformation or targeted expertise on a specific challenge, we structure engagements to match your reality—and deliver measurable results.

Engagement Models

We offer flexible engagement structures designed to meet you where you are:

Project-Based Engagements

Defined scope, clear deliverables, measurable outcomes. Ideal for operational assessments, technology evaluations, organizational redesigns, or specific transformation initiatives with a finite timeline.

Retainer Partnerships

Ongoing strategic advisory relationship for continuous improvement and sustained transformation. Think of it as having an experienced CEO-level supply chain executive in your corner—available for strategic guidance, implementation oversight, and course correction as your operations evolve.

Targeted Advisory

Flexible advisory support for specific questions, urgent challenges, or short-term needs. Available when you need focused expertise without a long-term commitment.

Core Services

Operational Overview & Gap Analysis

A comprehensive assessment of your current state versus where you need to be. We examine your overall strategy, execution capabilities, organizational structure, and

performance against objectives. This includes deep analysis of key KPIs, personnel effectiveness, process discipline, and identification of critical gaps preventing you from achieving your goals.

What you get:

- Root cause diagnosis of strategy-execution gaps
- Comprehensive review of routing, dispatch, loading, and delivery operations
- KPI and performance benchmarking against industry standards
- Personnel capability assessment and organizational design recommendations
- Prioritized roadmap for closing performance gaps

Best for: Companies that know performance isn't where it should be but struggle to articulate exactly what's broken.

Technology Stack Review & Optimization

An independent evaluation of your current technology investments and their effectiveness in driving operational outcomes. We assess your routing software, fleet management systems, warehouse management systems, visibility tools, and integration architecture—not to sell you new technology, but to determine if you're getting the value you paid for.

What you get:

- Comprehensive technology capability assessment
- Integration analysis between operational systems and data sources
- User adoption and capability gap identification
- Technology ROI evaluation and optimization recommendations
- Vendor management and contract review guidance

Best for: Companies that have invested in technology but aren't seeing the promised results, companies who are preparing for implementation of new technology and need assurance they are ready for success, and those considering new investments and need independent guidance.

Organizational Design & Change Management

Transforming operations requires transforming the human systems that run them. We redesign organizational structures, reporting relationships, accountability frameworks, and decision-making processes to support sustainable performance. This includes leadership assessment, role clarification, skills gap analysis, and structured change management to ensure new ways of working actually stick.

What you get:

- Organizational structure redesign aligned to strategy
- Clear accountability and decision-rights frameworks
- Leadership capability assessment and development plans
- Change management strategy and implementation support
- Cultural transformation roadmaps

Best for: Companies where silos, unclear accountability, or cultural resistance prevent good strategies from being executed.

Final Mile Strategy & Execution Excellence

End-to-end assessment and optimization of your private fleet operations—from warehouse to customer delivery. This encompasses routing strategy, dispatch operations, load planning, driver performance management, field sales alignment, safety compliance, and customer delivery execution. We apply decades of experience helping hundreds of companies build world-class final mile capabilities.

What you get:

- Comprehensive routing and dispatch optimization strategy
- Capacity utilization and load planning improvements
- Plan-versus-actual performance tracking frameworks
- Failed delivery and reship reduction initiatives
- DOT/OSHA safety and compliance program enhancement
- Field sales and delivery operations alignment

Best for: Distributors struggling with rising delivery costs, inconsistent service levels, safety incidents, or the inability to scale operations profitably.

Executive Alignment & Strategic Planning

Getting leadership teams aligned on strategy is the foundation of successful execution. We facilitate strategic planning sessions, executive alignment workshops, and ongoing governance structures that ensure your leadership team speaks with one voice about priorities, trade-offs, and success metrics.

What you get:

- Facilitated strategic planning sessions
- Executive alignment on priorities and resource allocation
- Governance framework design and implementation
- Balanced scorecard and KPI development
- Communication strategy for cascading vision to operations

Best for: Companies where executive misalignment creates mixed messages and prevents coordinated action across the organization.

Post-Implementation Sustainability

Transformations fail when they're not sustained. We provide post-implementation health checks, performance monitoring, and ongoing advisory support to ensure changes stick, new behaviors become embedded, and performance gains are maintained over time.

What you get:

- Post-implementation performance audits
- KPI tracking and trend analysis
- User adoption assessments and course correction
- Continuous improvement roadmaps
- Training and knowledge transfer programs

Best for: Companies that have implemented changes but see performance slipping back to old patterns, or those who want insurance that their transformation investment delivers lasting returns.

How We Actually Work

- 1. Listen First** We start by understanding your specific challenges, not pitching predetermined solutions. Every engagement begins with deep discovery—interviewing stakeholders, analyzing data, observing operations, and understanding your unique context.
- 2. Diagnose Root Causes** Surface symptoms rarely reveal the real problem. We dig beneath KPIs to identify the true organizational, process, and cultural dysfunctions preventing you from executing strategy.
- 3. Build Your Roadmap** We develop clear, actionable transformation roadmaps with prioritized initiatives, resource requirements, success metrics, and realistic timelines—customized for your reality, not copied from another company's playbook.
- 4. Stay Engaged Through Implementation** We don't deliver recommendations and disappear. We stay engaged through execution, providing hands-on support, course correction, and accountability to ensure changes actually happen.
- 5. Transfer Knowledge** Our goal is to build your capability, not create dependency. We transfer knowledge systematically so your team owns the transformation and can sustain it long after we're gone.

What Makes CatalystSC Different

Independent Perspective: No software to sell. No predetermined solutions. Just unbiased expertise focused on your success.

Operator Experience: We've actually run the operations we advise on—at Fortune 500 scale and through complex turnaround situations.

Proven Methodology: Decades of helping hundreds of companies close the strategy-execution gap with measurable, sustainable results.

Hands-On Engagement: We get into the details, challenge assumptions, and stay engaged through implementation—not just strategy development.

Ready to Close Your Gap?

Whether you're facing a specific operational challenge or need a comprehensive transformation, let's discuss how CatalystSC Partners can help you finally achieve the outcomes your strategy promises.

[Schedule a Conversation] | [Download Our Approach Overview]