

Executive search and leadership advisory.

OVERVIEW

TAVO guides the leadership decisions that shape an organization, from executive hiring to post-hire support. We run disciplined, end-to-end searches focused on fit and long-term success, then stay engaged to help new leaders and their teams perform.

CORE SERVICES

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MARKET MAPPING
A clear view of the talent landscape and a targeted pipeline for the role.
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EXECUTIVE SEARCH
A disciplined, end-to-end process focused on fit and long-term success.
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EXECUTIVE COACHING
Post-placement support that helps new leaders land well and deliver.
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TEAM EFFECTIVENESS
Alignment and accountability across the leadership team.

WHY TAVO

- OPERATOR-LED**
Led by operators who have built and scaled service businesses, so we know the leaders these companies actually need.
- BUILT FOR FIT**
Disciplined, end-to-end searches built around long-term fit, not just a fast placement.
- BEYOND THE HIRE**
Support continues after the offer, with coaching and team effectiveness to help new leaders succeed.
- MISSION-ALIGNED**
We help diverse-led firms build leadership benches and expand the pipeline of underrepresented leaders.

LEADERSHIP

Katie Bouton
FOUNDER & MANAGING PARTNER

Katie brings an executive-search operator’s perspective to every engagement. She founded and scaled Koya Leadership Partners, an executive search firm, from a bootstrapped startup in 2004 to a successful exit to a private equity firm in 2019, then helped double the combined firm’s revenue to \$100M in 2.5 years as its president.

ACHIEVEMENTS

-  Founded, scaled, and exited a \$20M+ executive search firm to private equity
-  Delivered 31% EBITDA CAGR over 10 years
-  Integrated 3 acquisitions while scaling the firm
-  Scaled to over 11 national locations

WHAT IT COSTS

Talent engagements are priced at standard retained search rates, billed in structured installments across the search process, so cost tracks the work as it happens.

Model	RETAINED SEARCH
Rate	INDUSTRY-STANDARD
Billing	STRUCTURED INSTALLMENTS