



LEADING VALUE CREATION THROUGH OPERATIONAL EXECUTION

About Us

At Baily Business Partners, we align people and financial resources to drive results and create lasting value. With expertise in human capital strategy, financial leadership, and operational excellence, we partner with organizations to overcome challenges, achieve measurable results, and build sustainable growth.

OUR MISSION

To empower organizations by optimizing talent, fostering leadership excellence, and delivering financial and operational strategies that maximize ROI and long-term success.

OUR APPROACH

We take a hands-on, collaborative approach to consulting, working directly with leadership teams to implement tailored solutions. Whether serving as interim leaders or engaged on projects, we're committed to rolling up our sleeves and driving meaningful impact.



Financial Operations

INTRODUCTION

With over a decade of experience in private equity, public, and family-owned businesses, Nate specializes in driving EBITDA improvements and delivering data-driven insights to achieve measurable results. As a seasoned financial and operational leader, he has served as Division CFO and built FP&A functions from the ground up, driving shareholder value through transformational processes and execution.

As Head of FP&A and Business Operations for a family-owned business, he played a key role on a leadership team that grew revenue by 50% and doubled EBITDA. By leveraging data-driven decisions and meaningful KPIs, the business created over \$325M of equity value for shareholders in under three years.

During the acquisition, Nate led diligence and finance efforts while owning the financial model that positioned the business for sale based on forecasted EBITDA. Post acquisition, he successfully turned around a facility while establishing a division of filtration companies. He acted as Controller, CFO, and Operating Partner while driving operational improvements, sponsor-portfolio alignment, and company culture.

Whether driving profitability, leading transitions, or building scalable systems, he delivers the insights and results organizations need to thrive.

CORE OFFERINGS

- **Fractional & Interim Financial Leadership**
- **FP&A / Internal & External Reporting / PE Back Office Finance**
- **M&A Support**
- **Performance & Profitability Optimization**
- **Management & Board Advisory**



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Human Capital Services

INTRODUCTION

Krissie Baily is a dynamic HR strategist, leadership coach, and consultant with a decade of experience helping organizations align human capital strategies to achieve measurable business outcomes. With extensive experience in the private equity sector, she partners with leaders to optimize talent strategies and drive organizational success.

As a certified SHRM-CP professional and Master's student pursuing ICF coaching credentials, Krissie is passionate about coaching high-potential leaders and aligning leadership individual development with broader firm and business objectives. Known for her hands-on approach, she thrives as a fractional or interim HR partner, combining strategic insight with a willingness to roll up her sleeves and deliver practical, impactful solutions.

Krissie's expertise includes performance optimization, leadership coaching, and human capital consulting. She has a proven track record of global talent acquisition and assessment, implementing performance management systems, and driving employee engagement initiatives that align with organizational goals and investor expectations. Her comprehensive approach ensures clients have the clarity, structure, and talent integration needed for long-term success.

CORE OFFERINGS

- **Fractional & Interim HR Leadership**
- **Human Capital ROI & Retention Strategy**
- **Leadership Coaching, Development, & Succession Planning**
- **Human Capital Diligence & Assessment**
- **Talent Acquisition**



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