

Growth System Foundations

A 12-week leadership clarity program for owner-led companies.



POWERED BY
METRONOMICS

Build a company that no longer has to run through you.

THE STAGE YOU'RE IN

Your company is growing. Now the way you lead it needs to grow too.

Most owner-led companies hit a predictable stage. The business gets bigger, but too much still runs through the owner.

- * Decisions wait for you.
- * People are busy, but not always aligned.
- * Priorities shift too often.
- * Meetings happen, but accountability still depends on reminders.
- * The team wants to help, but the system is not clear enough for them to lead with confidence.

THE PROMISE

Build the leadership foundation for your next stage.

In 12 weeks, you and your leadership team create:

Clearer direction

Everyone understands where the company is going.

Clearer priorities

The team knows what matters most right now.

A weekly rhythm

Progress no longer depends on you being in every conversation.

Clearer ownership

People know who owns what and where decisions belong.

WHO IT'S FOR

Built for owner-led companies ready for more clarity.

Designed for companies doing roughly \$1M to \$10M in revenue. It fits best when:

- * Your company has grown beyond what you can personally manage.
- * You are tired of the same issues coming back week after week.
- * You need a simple way to get the team aligned around what matters most.
- * You have a small leadership team, or emerging leaders who need more clarity.
- * You want more accountability without adding corporate complexity.

Ready to build the foundation for your next stage?

Book a call with Mara to see if the program is the right fit.

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WHAT YOUR TEAM WILL BUILD

01 A shared direction

The company's next stage no longer lives only in your head.

02 Clear ownership

Every key part of the business has one accountable leader.

03 A simple view of how the business works

The team sees how work flows from opportunity to delivery, cash, and client success.

04 A focused quarterly plan

Everyone knows what matters most in the next 90 days.

05 A weekly leadership rhythm

A practical cadence for communication, accountability, and momentum.

THE 12-WEEK PATH

Weeks 1-2 Establish the foundation

Understand where the company is today, what it stands for, and what needs to change for the next stage.

Weeks 3-5 Create clarity around the business

Define who owns what, how the business creates value, and which numbers matter most.

Weeks 6-8 Strengthen leadership focus

Build better review habits, clarify the longer-term direction, and identify the company's best customers.

Weeks 9-10 Set the priorities

Translate direction into annual goals and focused quarterly priorities.

Weeks 11-12 Install the rhythm

Create the meeting cadence and first 90-day plan that keep the team aligned after the program ends.

How it works

- * Cohort begins **September 15**.
- * Runs Tuesdays and Thursdays for 12 weeks.
- * Tuesday: one-hour teaching session. Thursday: optional one-hour office hour.

INVESTMENT

\$3,599 / company

Paid in full. Monthly option available on request. Includes the owner and the leadership team.

Less than the cost of one misaligned quarter.

Led by Mara Glouberman

ASSOCIATE COACH,
APEX NORTH COACHING

Mara helps owners and leadership teams build clarity, accountability, and the operating rhythms that make growth easier to lead.



LEARN MORE

“Glen and Mara have been invaluable partners in helping me take Hanson Remodeling to the next level. Their focus on building the right systems and getting the right people in the right seats has been transformative.

Dan Hanson · Owner/CEO, Hanson Remodeling