EPHOR GROUP

Ephor Group Overview

Ephor Group is an operating partner for emerging wealth creating enterprises. Garry Meier founded the Ephor Group to apply the performance improvement methodologies and shareholder value enhancement processes he and his associates developed over the past three decades.

Ephor Group creates wealth for our partners and portfolio companies by transforming small businesses into an emerging platform or niche leader. By increasing organizational effectiveness and efficiency and by optimizing productivity, service drivers, and key business processes financial results realize significant near and long-term improvement.

Ephor Group is comprised of seasoned executives with a deep track record of transforming small business in to an emerging platform or niche leader. Ephor Group's team of consultants, executives, and investors combines cross-industry perspective with deep specialist knowledge. Experienced, highly effective, and results-driven; our team provides domain, functional, and management assistance to enable companies to maximize and achieve their market opportunity.

solving the value equation

About Charles Bedard

Charles Bedard heads Ephor's Growth Practice and has spent the last decade transforming niche businesses into growth enterprises.

Today, Mr. Bedard serves as a Strategic Advisor (Chief Strategy Officer) for multiple Services and Technology firms where he manages business planning and corporate development, operational model improvement, workforce development, and strategic initiatives. Charles' deep domain knowledge of these arenas and combined with his passion for operational execution enables him to deliver long-term strategic and near-term tactical results.

Additionally, Charles releases research reports that provide guidance and best practices that have been downloaded by thousands of small businesses every year for the past five years.

Previously, Charles served as Operating Director for multiple fast-growth companies in BPO, IT, HR/Human Capital/HRO, Technology/Software, and Services arenas. Experienced in developing markets and businesses, Charles has extensive knowledge in management consulting and business development.

Out of graduate school Charles helped found and led the services division for a marketing services firm that grew from 2 to 60 employees in 18 months. During this time Charles served as the VP of Marketing and Sales for more than two dozen companies providing Go-To-Market, Sales strategy and tactics, and Channel Management.

Starting out, Mr. Bedard founded an IT Services and Data Management company.

He has earned his Bachelor of Arts from Southwestern University and his Masters of Business Administration from Texas Christian University.

Charles Bedard Background

- Optimized operational model for HRO resulting in workforce transformation from break-even business to 30%+ Field Level EBITDA.
- Led acquisition integration team for IT Services firm including optimizing operational efficiencies, workforce effectiveness and customer service levels.
- Reengineered account management and shared services for outsourcing provider leading to 45% productivity improvement and increased profitability per employee by 65%.
- Implemented Client Profitability and Channel Partner programs for outsourcer leading to double digit sales growth and > 30% EBITDA.
- Led Corporate Development initiative leading to 5 LOI and resulting in 4 M&A transactions.
- Implemented and managed marketing and sales infrastructure and programs leading including new product and geographic expansion efforts for software firm resulting in to 400% return on investment.
- Doubled sales at HR firm in less than 9 months while implementing repeatable and scalable business development system with less than 20 percent cost-of-sales.
- Researched, identified, and created product roadmap, message and business plan for assessment firm that transformed market unknown with zero sales to market thought-leader with 800 member community of active prospects in six months.