

# David Reimer

CEO

The ExCo Group



As CEO and Managing Partner of The ExCo Group, David Reimer is a recognized expert in the leadership development of the C-suite. A former operator himself, David brings hands-on knowledge of leadership, strategy, operations, and mentoring to the subject of accelerating top executives' impact. He is consulted by boards, operators, and senior HR leaders on the pragmatic development of leaders best suited for an era of disruption.

Prior to joining The ExCo Group, Reimer built his career leading companies of diverse sectors, from regional construction to global consulting, through various stages of growth and industry dominance. He has lived outside Geneva, in Hong Kong, and Sydney. His last corporate stint was helping lead a three-year turnaround under private equity ownership of Drake Beam Morin's (DBM) North American business. During the heart of the financial crisis, Reimer worked with a highly effective team to refocus the organization on its core, reengage the workforce, and launch a game-changing business model. These efforts restored DBM's quality to number one, doubled revenues over three years, and increased EBITDA by 350% — outpacing competitors' results and significantly improving the realized exit price.

Reimer feels fortunate to have been engaged by hundreds of senior leaders facing major organizational change, industry disruptions, and career crossroads. "I have also benefited tremendously from mentors in my own career," Reimer says. "Veteran leaders who didn't need to help me but who did so anyway. They didn't flinch from rattling my worldview – particularly at

moments where the 'standard' business models were running aground and I needed to think more broadly. I see The ExCo Group's work as a logical extension of the generosity that others showed me."

In other leadership roles, Reimer consulted the three largest financial services integrations of the financial crisis. In Asia Pacific, his work included strategic and line roles juggling a mix of wholly-owned, JV, and affiliate business units in 14 countries, including launching wholly-owned operations in China. A frequent speaker at the Conference Board and other industry conferences, he has been interviewed on leadership by the New York Times, Fortune, Inc., and Huffington Post, among others. Adam Bryant profiled him for his "Corner Office" column.

Reimer holds a BA in history from Walla Walla College and currently lives in Traverse City, Michigan. Working on their 3rd decade of marriage, David and his wife Janelle have exchanged all notions of aging gracefully for the delights of raising their two children, Seneca and Holten.



*I thought this may not be for me, but I was dead wrong about that. David's knowledge of the many aspects of business allowed me to see things differently, making me think more about how to go from good to great. This was insightful, practical, and much more than I ever thought mentoring could be.*

**– Partner, Fortune 100 Global Professional Services Firm**