

# Tammy Johnson

## Managing Director

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Tammy brings over 20 years of leadership experience in various sized organizations in multiple industries. She has been instrumental in implementing both operational and financial systems. She enjoys building efficiencies across all operational segments and leading centralization of shared services teams. Tammy is never satisfied to simply accept or support change, she insists on being a champion for change. She's someone leadership can rely on while being a trusted partner and advisor providing alternate thinking and perspectives.

## AREAS OF EXPERTISE

### Process Improvement

My favorite question is to ask, "What are you doing?" This simple question helps dive deeper into the process and understand the output needed. Too many times people have done a process because that is what they have always done. A small change to the process or maybe a larger one, such as a technology change, allows employees to focus on the more rewarding and challenging tasks to grow both the individual and the company.

### Finance & Accounting Operations

Being part of an executive leadership team has allowed me to develop relationships with all departments. I enjoy leveraging my accounting expertise and partnering with operations to drive business growth throughout both local, regional and national departments.

### Mergers & Acquisitions

Experience with both the buy-side and sell-side of transactions. On the buy-side, I was instrumental in the due diligence, organization assessment and all financial review. On the sell-side, I was instrumental in preparing all due diligence documents and financials that the buyer relied on; being privately owned, corporate financials are not always a priority. I also led both the operational and accounting transitions including system conversions.

### System Implementations

There are many opportunities to have software systems to work for us and help us achieve our greatest potential. I have had the opportunity to lead system implementations from due diligence, to system design, project roll out, testing and training. The piece I enjoy the most is converting processes to match the technology rather than making the technology meet the current process.

## INDUSTRY EXPERIENCE

Healthcare

Retail

Real Estate

Construction



## EDUCATION

MBA

Metropolitan State

BS, Accountancy

University of Wisconsin - La Crosse

Certification

CPA

## EXPERIENCE

Owner

Stressfree Accounting

VP of Finance

FirstService Residential

## STRENGTHS

Change Management

System Conversion

Problem Solver

Collaborative

Relational



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