# Daniel Shamp

Operator · Owner · Acquirer



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*I build, scale and professionalize entrepreneurial businesses.*

I have spent 25+ years leading, owning, scaling, acquiring, and transforming businesses across manufacturing, specialty services, hospitality, and complex commercial environments.

My strongest work has consistently come at inflection points: when a company has outgrown its original operating model, when growth has created complexity, when leadership needs to mature, when systems need to catch up, or when a business is ready to move from entrepreneurial success into scalable enterprise value.

I am most effective in businesses where there is meaningful unrealized potential and enough authority to act on it.

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## Where I Create Value

I help organizations:

- professionalize without becoming bureaucratic
- build leadership teams with clearer ownership and accountability
- improve operating cadence and decision velocity
- strengthen financial visibility and performance management
- create scalable systems, processes, and ERP infrastructure
- improve commercial execution and national account strategy
- integrate acquisitions, people, systems, and operating practices
- reduce dependence on individual people or institutional knowledge
- align growth strategy with the operating model required to support it
- prepare businesses for the next stage of scale, acquisition, or exit

*My operating philosophy is simple: growth should make the organization more capable, not merely larger.*

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## Best-Fit Businesses

I am particularly interested in founder-led, family-owned, sponsor-backed, or transition-stage businesses with approximately $10M to $75M in revenue, with a credible path to substantially greater scale.

Strong fits include: industrial and business services · specialty contracting · manufacturing · value-added distribution · building products · facilities and field services · commercial services · hospitality-related services · project-based and operationally complex businesses · fragmented industries with acquisition opportunity

I am especially drawn to businesses where strong customer demand or founder success has outpaced the operating infrastructure needed for the next stage.

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## Relevant Experience

**ASI** — Helped scale the business from approximately $1.5M to more than $6M in revenue and from 15 to 42 employees, progressing from sales leadership into CEO and equity ownership. Growth included national account development, organizational scaling, acquisitions, integration, and operating-system development.

**Serigraphics** — Expanded organizational capacity from approximately 21 to 41 employees while leading across commercial, operational, financial, and systems functions. Developed ERP and workflow improvements designed to create greater visibility, consistency, accountability, and scalability.

**Mission Manor** — Founded, built, scaled, and ultimately sold the business to its largest competitor. Built the team, operating model, financial structure, customer experience, and systems from the ground up.

**Eagle|MPLS** — Acquired an established operating business and rebuilt the organization around stronger leadership, programming, commercial performance, financial discipline, and long-term sustainability.

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## The Situations I Am Looking For

I am open to several structures when the mandate and economics align:

Portfolio Company CEO or President · Sponsor-Backed Acquisition · Management Buy-In · Operator-Led Acquisition · Operating Partner or Value-Creation Role with Direct Portfolio Responsibility · Build-from-Scratch Platform · Founder Transition or Succession Situation

The common denominator is the same: unrealized potential, meaningful authority, real resources, and participation in the value created.

I am not looking for a narrowly defined functional role. I am looking for a platform where 25 years of operating experience can compound into something meaningfully larger.