

# PADRAIG LAWLOR

CEO | P&L Leadership | M&A & Integration | Operational Excellence | Turnarounds

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San Diego, CA

Results-oriented CEO with 25+ years of experience leading lower middle market companies (up to \$100M revenue) to achieve **significant growth, successful exits, and turnarounds**. Proven expertise spanning **M&A (2 acquisitions, 2 integrations), strategic planning (5+ companies), new product development (20+ launches)**, and comprehensive P&L management across manufacturing, health/wellness, and education services. Highly adept at securing financing, driving operational profitability, and maximizing shareholder value. Actively pursuing executive and acquisition opportunities in California.

## EXPERIENCE

### CEO - Succession Capital San Diego, CA 07/2023 – Present

Leading M&A strategy for acquisition targets in the lower middle market.

- **Acquisition Sourcing:** Actively pursuing acquisition opportunities in the \$10M - \$60M revenue range.
- **Deal Strategy:** Partnered with Novastone Capital Advisors to align on acquisition strategy, target profile, and deal sourcing within the lower middle market.
- **Due Diligence:** Conducting comprehensive financial, commercial, and operational due diligence on target.

### CEO - Puradigm LLC San Diego, CA 01/2014 – Present

Directed all operational, financial, and strategic aspects of the company (previously served as COO for 5 years and CTO for 2 years). Focused on scaling global manufacturing and managing complex legal challenges.

- **Rapid Growth:** Drove a 425% increase in sales over tenure, significantly expanding market presence.
- **Capital & Funding:** Successfully secured \$5M in Series A funding to fuel expansion.
- **Product Innovation:** Oversaw the launch and successful commercialization of 6 new products.
- **Legal Strategy:** Initiated a \$100M+ patent infringement lawsuit against the largest competitor to protect intellectual property and market share.

### CEO - The Super Generation Ireland 06/2009 – 03/2013

Recruited to lead and execute an acquisition-focused growth strategy in the education services sector.

- **M&A & Exit:** Orchestrated the acquisition of a competitor, achieving a definitive market-leading position.
- **Shareholder Value:** Increased share value by 300% and successfully executed an exit through acquisition.
- **Revenue Scaling:** Delivered a 168% increase in sales during the tenure.
- **Strategic Planning:** Developed the long-term strategic plan that guided the company's growth trajectory.

### CEO - Elite Wellness Ireland 01/2008 – 06/2009

Founded the company to acquire, rebrand, and turn around failing health club assets.

- **Turnaround Success:** Reduced operating costs by 30% and increased sales volume by 25%, restoring the business to profitability.
- **Operational Efficiency:** Drove a 30% increase in productivity by implementing new branding and operational efficiencies.

### VP Engineering/Sales - Kent Stainless/Solids Technology, Ireland 12/1998 – 12/2007

Senior management leader focused on technical and commercial functions.

- **Accelerated Leadership:** Achieved early promotion to Senior Management at age 27.
- **Financial Turnaround:** Improved company profitability from loss-making to 16% net margin.
- **Integration:** Managed post-acquisition integration following company acquisitions.
- **Market Leadership:** Achieved a market-leading position within 2 years.

## EDUCATION

UCD Michael Smurfit Graduate Business School	MBA/MS	09/2004 – 09/2006
Technological University Dublin	BS, Mechanical Engineering	09/2000 – 09/2004

## CERTIFICATIONS

International Mergers & Acquisitions Expert (IMAA)  
Strategy Execution (Harvard Business School)  
Negotiation (INSEAD Business School)