




## Patrick B. Ropella

### Chairman & Founder

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*“If your organization wants to hire and retain the best talent, you have to improve your game and differentiate your organization from competing opportunities. Because all transformational leaders know the team with the best talent wins.”*

**Patrick Ropella is a visionary entrepreneur and executive leader with over 35 years of unparalleled experience in founding and steering a global leading Executive Search firm, a Private Equity services firm, and an Information Research firm, as presented at ropella360.com.**

As well Patrick has established Ropella Equity Ventures as his own PE investment firm. Patrick also builds high-end custom homes and creates a wide variety of beautiful art “in his free time,” through his own art gallery at ropellaart.com.

Throughout his distinguished career, he has been a driving force in C-Suite leader sourcing, assessment, and development, as well succession and exit planning, business assessment and value creation for many mid-market private equity-backed companies.

Patrick is proud to have successfully contributed to the growth of major global corporate technology organizations such as: Dow, General Electric, BASF, Georgia Pacific, Sony, Tyco Electronics, Nike, Clorox, PPG, Revlon, Baxter Labs, Johnson & Johnson, Shell and many more. He has also helped hundreds of startups and mid-sized companies grow their great companies from good to great.

Patrick has perfected the art of Executive Search as presented in his bestselling book *The Right Hire* and then developed a system for providing very high-quality client experiences, delivered very fast through Ropella 360’s proprietary Smart Search System. Patrick has also created a large IP portfolio

of web-based software and calculators for the ROI of Hiring, Comparing Compensation Packages, and much more.

As Ropella 360 looks to the future, Patrick is now leveraging his 35+ year global network (counted in the millions) and his unique experiences to serve as an advisor and/or strategic partner for Private Equity and other Investment firms. He contributes his expertise on the buy and sell sides, as well serving Backable Executives, conducting SME searches, and Board Seat searches for a long list of high-net-worth clients.

Ropella 360 stands as a leading “SEARCH” firm, serving as Super-Connectors, while heavily focused on the Chemicals, Consumer Products, and General Industrials sectors; now expanding into Robotics, AI, and Space Exploration.

Ropella 360’s commitment to the future is exemplified through innovative approaches, such as connecting A-player, Level 5 / Transformational leaders via our proprietary Deal Flow Accelerators campaigns, while positioning Ropella 360 as a trailblazer in reshaping private equity growth.

As the author of *The Right Hire*, and now *The Pathways to PE & FO Partnerships*, Patrick’s C-suite and investor insights are also featured in hundreds of publications worldwide - in multiple languages - solidifying his reputation as a thought leader in the realms of business and investment. As he navigates the remaining years of his career, Patrick remains dedicated to building the future of companies with a passion for on unparalleled leadership, continued innovation, and hyper-focused vision casting.

## Highlights

The Right Hire  
The Pathways to PE & FO Partnerships  
Over 100 published articles

## Keynote + Panel Appearances

ITT Technical College  
University of West Florida  
Talent Management Conferences  
SOCMA Conference Coordinator

## Professional Certifications

Hogan Assessments  
TopGrading  
E-Myth  
ScalingUP

## Board Affiliations

Infinity Fragrances  
Nuka Foods  
Stryka Botanicals  
Family Promise of NW Florida

## Memberships

Commercial Development Association (CDA)  
Chemical Marketing Research Association (CMRA)  
National Association of Personnel Consultants (NAPC)  
Society for Human Resource Management (SHRM)  
Association of Talent Acquisition Professionals (ATAP)  
Soap & Detergents Association (SDA)  
Society of Cosmetic Chemists (SCC)  
Synthetic Organic Chemical Mfg's Assoc (SOCMA)  
Fuel Ethanol Association (FEW)  
Bio International  
Santa Rasa Chamber of Commerce  
Pensacola-Bay Area Chamber of Commerce  
Team Santa Rosa  
I-Ten Wired  
Enterprise Florida  
Florida's Great Northwest

## Published In

Entrepreneur  
Selling Power  
Florida Trend  
Pensacola News Journal  
Pensacola Business Magazine  
850 Magazine  
Pharma Chem  
Pharma & Bio Ingredients  
NutrCos  
Nutraceuticals World  
Coatings World  
SOWF Journal of Applied Science  
Today's Chemist  
Chemical Week  
Chemical Market Reporter  
Chemical Engineering  
CEP Magazine  
Biodiesel Magazine  
Happi Magazine  
The Fordyce Letter  
Employment Digest

## Honors

**The state of Florida - Governor's Business Diversification Award** for the Entrepreneurship category presented by Governor Charlie Christ

**Growth Company of the Year Award**, presented by the High Growth Business Club of Pensacola Florida

**The Top 20 Companies for Working Families Award and the Family Champion of the Year Award and the Employees' Choice Award**, presented by Families Count.

**The Sustained Growth Award** for an Expanding Business, presented by Team Santa Rosa

**The Business of the Month Award** presented by Santa Rosa Chamber of Commerce



*"From the initial introduction and engagement meeting through the onboarding of our selected candidate, the Ropella team was professional, organized and on top of every detail. We found the Ropella team focused on providing a truly diverse group of thoroughly screened candidates well-matched to our position requirements. We believe it is Ropella's wealth of experience and meticulous prep work that ensures success. I especially appreciated the personal check-in calls, not overly aggressive—just the right amount of push to keep us equally on task and focused. We've successfully filled key critical positions in multiple regions now and will reach out to Ropella when our next need arises."*

### Sue Vanhoy

Vice President, Human Resources | Loparex LLC

*"Patrick, Thank you for all that you and Ropella do for Dow. The processes and systems you have applied (from The Right Hire) while working with Dow have proved very valuable over many years of service."*

### Andrew Liveris

Chairman and CEO | Dow Chemical Company

*"The Ropella Group introduced me to a high caliber senior executive from a leading company in the chemical industry, who proved to be the top candidate in our search process. Having hired this individual, I am delighted to confirm we have an excellent professional and true talent in our team. Clearly Ropella knows how to assess and position talent in the chemicals market."*

### Simon Medley

Executive Vice President | Chemtura