



Restoring Clarity, Credibility, and Control in  
Post-secondary Facilities Management

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Facilities leaders in post-secondary institutions are under pressure like never before: stabilize operations, reduce complaints, and prove value, all with fewer resources and greater scrutiny.

When FM struggles, it's rarely about the people. Instead, it's the system because the real blockers in FM aren't technical; they're almost always organizational. Misaligned roles, operational gaps, and broken processes keep teams in a constant state of firefighting mode.

At Executive FM, we specialize in fixing the human systems behind Facilities Management. That means structure, roles, workflows, and priorities. Our fixed-cost, outcome-based engagements help teams regain control, restore internal credibility, and shift from reacting to leading.

We don't chase symptoms, we address the root causes hiding in the white space of the org chart:

- Misaligned accountabilities
- Process friction
- Cross-functional breakdowns
- Unclear decision rights

**"If you could get all the people in an organization rowing in the same direction, you could dominate any industry, in any market, against any competition, at any time." - Patrick Lencioni**

**Our Strategy:** Clarify roles. Streamline how work flows. Align structure with purpose. **Our Promise:** Less firefighting and more forward momentum as we support leaders who are too busy to step back or too close to see clearly. **Our Commitment:** We don't sell hours and never-ending projects. We deliver outcomes in fixed-price engagements with a 100% satisfaction guarantee.

**Process:** New engagements begin by clarifying client goals and identifying what's getting in the way of them being accomplished. Targeted interviews and operational analysis follow to identify gaps in structure, workflow, and accountability. Together, we validate the findings and co-design a practical action plan based on evidence, not assumptions. The work is performed virtually and on-site.



**About Us:** Executive FM is led by Grant Sommerfeld, who brings 17 years of experience as a Chief Facilities Management Officer, including nine years as an Associate Vice President of Facilities Management at a post-secondary institution. He holds an MBA and three professional certifications in facilities management (CFM, CEFP, and FRICS) and one in management consulting (CMC). He is a Fellow of the Royal Institution of Chartered Surveyors and the current President of the IFMA FM Consultants Council.