

# 2019 Closely Held Business Summit Guest Speakers



**Karen Albritton**  
**Partner, Newport LLC**

Karen is an advisor to CEOs of emerging growth and mid-market companies, counseling them on management and growth strategies. She's a member of the Carolina's practice of Newport LLC, a national professional services firm.

Prior to joining Newport Board Group, Karen spent over 20 years in executive leadership roles with professional services firms, including Ketchum, Capstrat, and McKinney. In a decade as Capstrat President and then CEO, she helped grow the agency into an award-winning market leader with a strong, client-focused culture. Among her accomplishments at Capstrat are a number of innovations: launching analytics and social media services, building a national healthcare practice and revamping the firm's digital offerings. She's been a part of eight acquisitions of privately-held businesses, both as an acquirer and in successful exits.

Karen is active in industry and community service. Current board service includes the American Marketing Association, the Medical Foundation of North Carolina, National Association of Corporate Directors-RTP, and the International Women's Forum – Carolinas.

She shares her passion for leadership as a speaker at industry conferences such as the Internet Summit, the AMA Leadership Summit, the Women's Leadership Conference, National Association for Corporate Directors, and the PRSA Counselors Academy Annual Conference. She also speaks to corporate audiences for companies like Credit Suisse, Siemens, Vanderbilt Health, and Cotton, Incorporated.

Karen is a Wilson, NC native and graduate of the University of North Carolina at Chapel Hill, where she earned her B.A. degree in Journalism and Political Science.

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## Clyde Bailey

### President, Bailey's Fine Jewelry

Jewelry has always been in Clyde Bailey's blood. Clyde Bailey, Jr. grew up running around the small 11-foot wide jewelry store his parents started in Rocky Mount. Clyde followed in the footsteps of his father and went to school to be a watchmaker after marrying the love of his life, Jane. He immediately found a passion for watchmaking and graduated the program early. Clyde returned to Bailey's in Rocky Mount and helped grow the business, eventually purchasing it from his mother in 1976. Since then Clyde has continued to lead Bailey's to unprecedented growth, opening additional stores in Greenville and Raleigh, alongside the third generation of the family.

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**Kris Carroll**  
**President, Grady-White Boats**

Kris Carroll came up through the ranks at Grady-White Boats, starting as a production control clerk in 1975 and eventually was promoted to vice-president of engineering and manufacturing in the late '80s. In 1993, Kris was promoted to president of Grady-White Boats. She was the first woman ever to hold this position in the boat manufacturing industry.

Kris has led Grady-White to the top of the industry through her steadfast belief in putting the customer first, and through building a great leadership team. Under her guidance, Grady-White's mission of customer satisfaction is achieved through building one-to-one customer relationships. This commitment to the consumer is proven by the fact that Grady-White has been ranked at the top of customer satisfaction surveys in every third-party measure ever done in its respective categories, including every top award from the National Marine Manufacturer's Association (NMMA) since the inception of its Customer Satisfaction Award program in 2003, as well as the highest satisfaction rankings in every marine study done by J.D. Power and Associates.

Kris and her top leaders consistently demonstrate their belief in team-building within the Grady-White organization of employees, dealerships, and vendors. They relentlessly encourage the achievement of the company's vision "Together, delivering the ultimate boating experience" while creating a company environment where everyone can "Enjoy coming to work on Monday... like they enjoy going home on Fridays."

Kris holds active leadership roles in the industry and her community; she is currently serving on the Board of Directors for the NMMA. She has served on the Advisory Council of the Boat Owners' Association of the United States, the Board of the Center for Coastal Conservation, and is the past chairwoman of the NMMA Boat Manufacturers' Division Board. Kris is a former board member of Pitt County United Way and provided leadership for many community outreach programs.

Kris's ability to assemble and inspire the best people, her steadfast beliefs, and hard work continue to set an example for the entire industry.

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**Joan Maxwell**  
**President, Regulator Marine, Inc.**

Joan Maxwell grew up in rural Fairfield, NC. She graduated from Mattamuskeet High School and the University of North Carolina, where she received a B.A. in history.

In 1988, Joan and her husband Owen founded Regulator Marine in an abandoned A&P Grocery Store in Edenton. Regulator is now operating in a 121,000 square foot manufacturing facility and is one of the most well-respected brands in the boating industry.

Joan and her team transitioned Regulator Marine from a job shop/manufacturing process to a highly sophisticated lean manufacturing process. Under Joan's leadership, Regulator received ISO 9000:2008 certification, as well as the North Carolina Department of Labor's top safety award, the North Carolina Star.

In a historically male-dominated industry, Joan remains active in the boating industry's leading organization, the National Marine Manufacturers Association (NMMA), where she served as the first female Chairperson and currently remains on the Boat Divisional Manufacturer's Board while also serving on the NMMA's Board.

Joan focuses on learning innovative ways to improve the business that God has entrusted to her care. Currently, she is a member of C12, a Christian based leaders' roundtable that focuses on building better businesses for a greater purpose.

Joan Maxwell demonstrates and demands from her leadership team at Regulator Marine a high level of integrity and positive leadership. Her service is evident in her dedication to not only Regulator Marine, but also to the local community in which Regulator is located. Joan established a Volunteer Program at Regulator Marine, which pays employees their regular wages during working hours while they volunteer their time and services to various local organizations of their choosing. In 2018, Joan established the "In His Service" program at Regulator, which oversees Regulator's charitable giving, as well as its employee emergency assistance fund. Joan's passion is to live out Regulator's core values personally and to lead her team to do the same.



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**WARD AND SMITH, P.A.**  
ATTORNEYS AT LAW



**Billy Pyatt**  
**Co-Owner, Catawba Brewing Co.**

A product of North Carolina’s public schools from K-12, NC State’s Mechanical Engineering school, and UNC-Chapel Hill’s Masters in Business Administration program, Billy is a true, authentic Carolinian. Yet, he literally experienced the entire world during his 30-year career of engineering, sales, marketing, strategy, and executive leadership roles at Corning, Incorporated.

Billy both blames and credits his wife, Jetta, for fueling his obsession with home brewing in the mid-1990s – she bought the fateful Christmas gift that led to the Pyatt brothers’ launch of Catawba Valley Brewing Company in 1999. Since retiring from Corning in 2012 to make his hobby a full-time gig, Billy has guided Catawba’s growth from about 1000 annual barrels to an estimated 40,000 in 2019 while (hopefully) steering clear of the corporate world’s drudgery.

Billy loves to play golf, cycle, hike, camp, and enjoy all spectator sports. As a lifelong fan of NC State athletics, his beloved Wolfpack often lets him down. But he knows they will rise again – and he will be there when it happens. Billy’s favorite quote is *“If you laugh, you think, and you cry, that’s a full day. That’s a heckuva day.”* – Jim Valvano (former NCSU Head Basketball Coach and 1983 National Champion)

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## Doug Tatum

**Chairman, Newport Board Group and Author, *No Man's Land: Where Growing Companies Fail***

Doug is Chairman of Newport LLC, a national partnership of CEOs and senior executives who advise emerging middle-market companies and assist private equity firms with investing in and growing portfolio companies.

He is also a member of the Teaching Faculty at the Jim Moran School of Entrepreneurship at Florida State and also Advisory Board Chairman for the Business Dynamics Research Consortium at the University of Wisconsin - Extension. Its mission is to study exceptional growth companies, the capital markets, and overall business activity to learn more about their impact on employment and economic growth. He is the former Chairman of the Board for the Association for Corporate Growth (ACG), a global not-for-profit organization with 58 Chapters and 14,000 members in the US and internationally, representing middle-market private capital investors, intermediaries, and the middle market deal community. In 2017 he was given ACG's Lifetime Achievement Award at the organization's Intergrowth 2017 conference in Las Vegas, recognizing his dedication to ACG and the middle market community in the U.S. and around the world.

Previously, Doug was Chairman and CEO of Tatum LLC, which grew into a highly respected national professional services firm with 30 offices and over 1000 professionals and employees. The company was sold to Spherion in 2010.

Doug is the Managing Director of TIP Seed Fund LLC, a newly formed seed-stage VC fund with investments and investment rights in a diversified portfolio of companies with unique and proprietary products in the consumer, high-tech, and nutraceutical to pharmaceutical marketplaces.

Doug is the author of *No Man's Land: Where Growing Companies Fail*, a leading text about growth companies that has been translated into several languages and has won four National Best Business book awards. His insights about the economy and business have been cited in hundreds of media outlets, including Inc. Magazine, The Financial Times, and The New York Times online.