

Charged Up

News from the Battery Ventures private equity team

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Welcome to the latest edition of Charged Up, a quarterly newsletter from the private equity group at Battery Ventures. The group is an active, global investor in the software and industrial-technology sectors, helping companies grow organically and through acquisitions. In Charged Up, we regularly share news about our portfolio companies, exits, team and other activities.

In late 2016, Battery acquired UK-based Michell Instruments Group.

The company makes sensors and instruments to measure moisture, humidity and oxygen throughout industrial processes. The acquisition will allow the company to invest further in R&D and acquisitions. Battery executive-in-residence Adam Markin joined Michell as chairman of the board and CEO of the group. Read more [here](#).



Battery portfolio company WebPT names Nancy Ham as CEO.

WebPT, which makes software for physical and rehab therapists, has named longtime healthcare-IT executive Nancy Ham as CEO to guide the company through its next phase of growth. Ham was previously the CEO of Healthagen Population Health Solutions, an Aetna company. Read more [here](#).



Battery portfolio company Clubessential hires Randy Eckels as CEO.

Eckels brings more than 30 years of technology and software leadership to Clubessential, a club-management software company based in Cincinnati, Ohio. Read more [here](#).



On December 8, Battery hosted a dinner in London for a select group of senior executives from leading European technology companies.

Guests at the 35-person dinner, held at The Thomas Cubitt restaurant, discussed the current private equity climate in Europe, industry trends and other topics.





Russ Fleischer, Battery general partner and former software CEO, recently wrote a blog post in Fortune sharing advice for CEOs about making sound decisions, “failing fast” and bouncing back from mistakes. Some of key takeaways:

- Many CEOs have “pivoted” away from bad decisions, or bad business plans, but in today’s economic environment, bouncing back from a substantial failure can be extremely difficult.
- Russ’ advice: Fail fast, but small to avoid catastrophic failures. In your day-to-day management, don’t deliberate excessively. Be thoughtful, but make key decisions and move on. You can fix mistakes later. He calls this mantra “Think. Decide. Act.”
- Create an environment that encourages decision-making without the fear of failure. It frees up an entire organization to execute against its objectives and, most important, allows it to take care of customers.
- Take action fast. If it looks like your plan isn’t working, go back to step one, think some more, and repeat.
- Keep making small decisions that move your company forward.

Read the full article [here](#).

Find a full list of all Battery investments and exits [here](#).

