



THE ALTERNATIVE BOARD

**TAB MEMBER
CASE STUDY:
NEILESH VERMA**

**The Secret Behind Building a
Wildly Successful Business.**

TAB MEMBER NEILESH VERMA IS THE CEO OF GALAXY BUILDERS, a leading general contracting firm based in San Antonio, Texas specializing in multi-residential construction. After Neilesh joined the family business nearly 20 years ago, he set forth to learn a lifetime of invaluable leadership lessons from his father, but none more profound than discovering the true secret to success.

Neilesh Verma is an intentional business leader who knows a thing or two about growing a successful company. And a great deal of that knowledge came from his father, Arun Verma.

After agreeing in 2005 that he would be a great fit to join his dad's business, Galaxy Builders, the two embarked on a plan to develop Neilesh's knowledge base and leadership skills.

"My father put me out in the field, which was probably the best thing that he could have done for me," Neilesh said. "I really worked my way through every position in the company."

The plan was always to move Neilesh into Galaxy's key leadership role. During this time, Neilesh also earned an Executive MBA from University of Texas San Antonio.

"I got my masters, then started to shadow my dad in 2010. I sat in on every single meeting and just listened and took notes," Neilesh said. "I also had the fortune that I could go home and talk to him and ask a lot of questions."

Then in 2012, Neilesh took over as President of Galaxy Builders, allowing his dad to enjoy a well-earned retirement. Though sadly, just a few years later, Arun unexpectedly passed away.

Neilesh was determined to carry on his father's core values. He focused on building a company culture that honored his dad, their customers, and their entire team.

"I learned from my dad to fight for what is right. At the end of the day it's about having good morals and ethics and values. In the long game, that's going to play greater than anything else."

Before his passing, Arun had strongly recommended that Neilesh join a TAB Board.



"My dad taught me to never take shortcuts and never get complacent. He knew the importance of becoming a better version of yourself every single day." So participating on a TAB Board made great sense to Neilesh. He has now been a TAB Board Member for more than ten years.

"I look at my TAB Board as a supplement to business school. TAB continues to make me better both professionally and just as a person."

Neilesh said he has gained a tremendous amount of support and acumen from his fellow TAB Board Members.

"In business, you don't always know who you can trust and who you can talk to. My TAB Board has really helped me feel more comfortable in my skin and more confident when I make important decisions. I also think the world of my TAB Coach. We all do. He is someone who I've been able to really lean on."

Neilesh said that while not all TAB Board Members experience the same problems at the same time, the shared knowledge and solutions are lasting resources.

"We've got a very special group that's been together for a long time, so it's honestly one of the best days of each month for me to be able to go to my TAB Board meeting. It's very therapeutic."

Over the years, Neilesh has developed into an extraordinary business leader. During his tenure, Galaxy has grown from a \$40 million company to being on pace to reach \$300 million in annual sales this year. He credits this massive success to learning early on the importance of continuous improvement and doing the right thing.

No doubt, his father would be enormously proud.