

Nik Lawhorn

VP, Strategy & Installation

Bell Plumbing, Heating, Cooling & Electrical · Denver, Colorado

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AREAS OF EXPERTISE

- Operations Leadership
- Financial Strategy
- Executive Reporting
- ServiceTitan Architecture
- ERP Modernization
- Compensation Design

SELECTED HIGHLIGHTS

- Led **ERP modernization** and the **ServiceTitan–QuickBooks integration**, unifying operational and financial systems across the business.
- Co-authored a **United Association-approved performance-based compensation framework** for field technicians.
- Designed **operational and financial systems** supporting scalable, multi-trade residential home-service operations.
- Certified **ServiceTitan Administrator**.