



We're all about How.

Endeavor TBD, LLC

www.endeavortbd.com

Capabilities Statement

We're all about How

You know why, you know what, we know how.

OUR SERVICES

We're an operations firm for socially vested—organizations working toward a vision for good. They know *why* their work is important and most of *what* they need to do, but need assistance with exactly *how* to get it done. If this is you: ***Our mission is your How.***

Endeavor TBD serves with a purpose beyond profit, empowering you to accomplish *your How* with the following core services:

1) **Advising.** *We advise on the right how for right now.*

We work with organizations to name the right problems and co-design the best solutions. We're experienced fast learners who quickly get up to speed on your organization so we can provide deep insights and practical, actionable recommendations—ones that will actually make a difference because they have the correct context.

2) **Staffing.** *We work with your team from within your team.*

When the ops need is a people need, we...

- a) **Place fractional operators.** We insert the people you need (i.e. short-term Chiefs of Staff, COOs, Administrative Operators, or Program / Project Leads) within your organization to do the day-to-day and provide additional bandwidth. At the same time, we'll perform a role study to make recommendations on long-term staffing formation.
- b) **Source and select** to fill identified staffing needs. We specialize in recruiting diverse, proven implementors proximate to the communities served.

3) **Projects.** *We manage core projects + produce key outputs.*

Projects fill a specific need and might include connecting technology to business practices or facilitating executive teams through operational change. Typically ranging from 3-9 months, this work bridges the gap between where you are and where you want to be by...

- a) **Co-creating tools, practices, and systems.**
- b) **Developing and implementing operational plans.**
- c) **Managing key projects from kickoff to close.**



4) **Training.** *We train on the tools you'll use.*

We train on project management, knowledge management, and operations management tools, practices, and systems (i.e. Monday.com, Asana, ClickUp), and CRM systems (i.e. Hubspot and Insightly). Our trainings are fun and people-friendly, customized to your organization, and focused on equipping your team to use what they learn right away.

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Our approach makes all the difference.

OUR APPROACH

How we do what we do is as important as what we do:

- **We speak tech.** And we do systems. We are not a tech company, but we kinda are. We know productivity tools and project management practices, and we work with you to determine which are the best for where you are and where you're going. We install intuitive tools, practices, and processes that take clients from want-to-do to "done."
- **We get people.** Because we ARE people, first and foremost. We understand how people work best and how organizations thrive—always looking for strengths and the path forward. We bring levity and fun, learning style differentiation, and a let's-be-regular-people-while-we-work-together vibe in the way we deliver. We are easy-makers so you can concentrate on changing the world.
- **We fix at the break.** We are integrators. We see systems: people systems, process systems, and the big ol' system system. This empowers us to recognize the actual problem rather than just the symptoms. Once E.TBD identifies the gap, we bring one or more of our core services—Advising, Staffing, Projects, and Training—to repair and strengthen the breach, leaving you with sustainable solutions.
- **We believe in better.** We're in this to change the world—just like you. We believe in heterarchy, and we work with vision-driven, dedicated teams intent on doing good things. We enable you to envision and build so each person is empowered to bring the group closer to the overarching objectives—for both the individual and the organization.



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We want impactful businesses to be keen operators.

Our Clients

Our clients drive internal change, local transformation, national influence, and worldwide impact.

- **Baltimore Civic Fund | Project Management Training**

Managing \$20 million annually across more than 125 programs, the Baltimore Civic Fund serves as the financial backbone for public-private partnerships between innovative City programs and the philanthropic community.



Training. E.TBD designed and delivered a Project Management Training for the Baltimore Civic Fund's 9-member operations team. The training covered project management practices, included usage of the tool (Asana), and integrated practical application.

- **UnboundEd | Project Support Agents**

UnboundEd is a nationally-renowned network of education experts, serving some 400 school districts and focused on teaching educators to reach toward anti-racist instructional practices through a variety of in-person and virtual professional learning experiences.

UnboundEd



Projects & Staffing. We partnered with UnboundEd on multiple engagements around operational efficiency over three years. Highlights include placing fractional operators as a technical resource to the tech team and as project management support to the senior leadership team while they integrated with another org; installing project management tools (i.e. SmartSheets); guiding the Executive Team through tactical formation and establishing a cadence of communication (including meeting agendas and protocols); programming all-staff convenings; expanding the capacity of the executive support team through coaching; and filling the role while they hired their first Chief of Staff.

- **NLD Strategic | NLD Integrator**

NLD Strategic is a management consulting firm helping organizations execute strategies that create societal change toward greater equity and access for the underserved.



Advising & Projects. E.TBD guided the NLD CEO through redefining the organization's three-year goals and setting up the practices and systems needed to meet them. As the integrator, we worked on client and portfolio strategy; completed systems optimizations (in ClickUp and Insightly); and installed management structures.

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We are redefining business as usual.

COMPANY BACKGROUND & TEAM

Founded in 2020, Endeavor TBD connects years of experience in implementation, operations management, tech-to-business practice integration, and leadership facilitation with organizations doing the hard, life-affirming, and world-bettering work around change.

We believe people can be happy *and* high-performing while making a difference, and our team is here to provide the **how** to make that possible.



Our ethos challenges the status quo. We believe the **process creates the product**, the **magic is in the details**, and **there's always a way to play**. As a diverse team of core staff and contractors, and an extensive network of flex talent and collaborators (in MD, CA, NY, NC, and the Yucatan), we are a flexible practice that assigns team members based on expertise and fit to project / client. We do work for organizations all over, but many are locally based. We ❤️ Baltimore, support Maryland businesses and causes, and care about our impact on the nation and the earth.

Endeavor TBD LLC is a Black-woman-owned, Baltimore-based small business. Team members have held positions or consulted at the New Teacher Project, Price Waterhouse, Booz Allen Hamilton, and Accenture. Team members have degrees from Embry Riddle, Towson University, UNC Chapel Hill, University of Maryland, Temple University, Johns Hopkins University, Columbia University, and Stanford University.

Learn more about the E.TBD team at [About Us](#) on www.endeavortbd.com.



To date, we've worked with 20+ purpose-driven organizations and businesses, including...



Baltimore





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CONTACT INFORMATION

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