

# APR Strategic Consulting

Organizational Strategy for Technical Founders

Service Offering & Value Proposition

# The Problem

## Your next raise won't close on product alone.

Sophisticated VCs evaluate team-market fit — your org structure, hiring systems, and operating cadence — to decide whether your company can execute at the next stage.

### Bad Hires Burn Runway

A single mis-hire costs 3+ months and erodes board confidence at the worst possible time.

### Org Questions Kill Deals

Investors ask about operating cadence, leveling, and retention. If you can't answer, the term sheet stalls.

### Scaling Without a Playbook

Technical founders who built the product end up firefighting HR instead of shipping.

# The Solution

*We close the gap between product-market fit and the team-market fit VCs actually evaluate.*

APR helps technical CEOs and CTOs at Seed–Series C startups build the organizational maturity that investors, boards, and acquirers demand.

## What You Gain

- Investor confidence and higher valuations
- Time to focus on product, not fires
- Credibility with sophisticated VCs
- A team that executes without micromanagement

## What We Remove

- The stress of scaling without a playbook
- Fear of making a bad \$200K hire
- Board meetings where org questions go unanswered
- The gap between PMF and team-market fit

# Service Pillars

Six integrated practice areas for organizational maturity.

## Operating System, OKRs & Cadence

OKR frameworks for R&D teams, weekly kickoffs, PM dashboards, and execution tracking.

## People, Performance & Culture

Onboarding SOPs, engineering leveling, values-embedded hiring, eNPS surveys.

## Hiring, Interviewing & Onboarding

Structured interviews, anti-bias scorecards, 30/60/90-day plans, development paths.

## Fundraising & Investor Readiness

Pitch decks, data rooms, investor updates, capital strategy, board governance.

## Security, IP & AI Usage

Insider-risk practices, IP compartmentalization, safe AI usage guidelines.

## Founder & Leadership Coaching

1:1 coaching on delegation, communication, key hires, compensation, and scope.

# Outcomes, Not Process

We deliver results you can show your board — not reports you file away.

What We Do	What You Get
<b>Design OKR frameworks</b>	Engineering ships on time with measurable targets investors can see
<b>Build structured interviews</b>	You stop losing 3 months to bad hires and start building a team your board trusts
<b>Create fundraising data rooms</b>	Series A/B diligence closes in weeks, not months
<b>Establish operating cadence</b>	Fewer fire drills, better sleep — you run the company
<b>Design onboarding &amp; leveling</b>	New hires reach full productivity in 30 days, not 90
<b>Run eNPS &amp; culture tracking</b>	You see attrition risk before your best engineer gives notice

# Proven Impact

60%

Reduction in new-hire  
time-to-productivity

100%

Increase in promotion fairness perception

10%

Cut in customer acquisition costs

*“With a rare mix of business sense and strategic HR thinking, his perspective is always sharp and valuable. It’s been a pleasure working with him!”*

— Ximena Paul, CEO at Nala

# Engagement Model

Tiered, outcome-based engagements — not hourly billing.

## Diagnostic

60-min call + written audit

Org Maturity Scorecard with prioritized gaps and 90-day roadmap

Complimentary

## Sprint

90-day, single pillar

Full system build for one area (e.g., OKRs + cadence, or hiring architecture)

Project-based

## Full Build

6-month, multi-pillar

Complete operating system, people infrastructure, and fundraising readiness

Comprehensive

## Advisory Retainer

Ongoing monthly

Bi-weekly 1:1s, async Slack access, board prep support, ad-hoc problem solving

Monthly retainer

# Who We Serve

Organizational strategy for high-growth technical companies.

## Primary

### Technical CEOs & CTOs at VC-Backed Startups

- Scientists, engineers, and deep-tech founders
- Seed through Series C stage
- Strong product-market fit, scaling the team
- Need org maturity for next raise or exit

## Secondary

### PE/PC Portfolio Companies in Transition

- M&A integration and operational realignment
- Ownership transitions requiring org clarity
- Leadership pipeline and succession planning
- Workforce optimization with talent retention

# Why APR

## Alex Randall Kittredge, MPhil, SHRM-CP

Founder, APR Strategic Consulting

- Intelligence analyst turned organizational strategist
- Columbia University (BA) + University of Cambridge (MPhil)
- 9+ years translating organizational complexity into execution
- Chief-of-Staff and leadership roles at high-growth companies
- Author of forthcoming book on durable career strategy

### The Intelligence Edge

APR brings pattern recognition, risk assessment, and structured frameworks from intelligence work into organizational strategy. The result: systems that survive contact with reality, not just look good on paper.

# Start Here

## Complimentary 60-Minute Org Maturity Diagnostic

You'll leave with a scored assessment of your current organizational readiness and a prioritized 90-day action plan — whether we work together or not.

**01**

### Book a Call

60-minute diagnostic session to audit your org maturity

**02**

### Get Your Scorecard

Written Org Maturity Scorecard with prioritized gaps

**03**

### Choose Your Path

Sprint, Full Build, or Retainer based on your needs