Empowering Organizations to Unlock Greatness through Scaling People, Process, and Technology

Services Graham Peelle

Fractional COO / Executive | People & Service Operations Advisor > I accelerate value for Tech & PE firms (\$2-\$50M revenue), specializing in

turnaround, integration, retention, and scale. Reinventing a better future.

A people and portfolio operations leader, with 20 years of experience, with <u>expertise in scaling business organizations</u>, <u>operational turnarounds</u>, and leading talent acquisition and service <u>delivery teams</u> across Europe, Asia, and North America, Graham has led teams consisting of 500 associates, and 2500 contractors, responsible for \$50M in annual revenue.

Serving Tech, Private Equity Firms, & HoldCo's

- Fractional COO / Executive: Leadership, operations, process, and systems across portfolio or single operating company
- **People & Service Operations Advisor:** Refining culture, associate relations & experience, retention, and human-technology integration

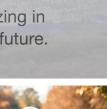
Leveraging established trusted partner network of scalable solutions: AI | Fractional Execs | M&A | HR | Recruiting-ATS | Coaching | Consulting

Reach out for a no obligation discovery intro

LinkedIn grahampeelle.com

Graham serves as Managing Principal for Endeavor Strategic, a Leadership, People Ops, & Service Operations Advisory Firm, founder of peer communities: CHRO/I (HR professionals), mba101 (business education resource), Indefinite Sum (client services consortium), Build10xScale (SMB leadership and growth accelerator), and Writer for *Executive Summary* | *The Dynamic Leader*, and has been published with Forbes and Senior Executive.





Core Service Offerings



Fractional/Interim COO / Executive Leader

- Fractional leadership across People, Process, Technology, for Tech/PE/SMB companies of \$2M-\$50M
- Leadership Foundations Performance Operations Culture, with a people-centric approach
- Leadership Operating System How to lead with the 4 E's: empowerment, empathy, efficiency, and effectiveness
- Performance Management Measuring what matters with visibility and focus
- Strategy & Scaling Vision to Growth Restructuring & Turnaround Stabilization & Mitigation
- People & Profitability Operational Efficiency, Growth Drivers, and Cost Reduction

People & Service Operations Advisory

- Establishing or improving recruitment, talent acquisition, or staffing process, tools, and providing tactics recruiting teams can execute
- People & Process Optimization accelerating organizational value and efficiency, pushing organizations beyond barriers to reach full potential
- Associate Relations Proactive Employee Care and engagement: appreciate, listen, respond, communicate, and resource
- Integration: People, Process, and Technology through Integrated Talent/Workforce Strategy: Talent Attraction, Talent Acquisition, Talent Management, Retention, and Optimization

Graham Peelle

Fractional COO / Leadership | People & Service Operations Advisor | Partner Suite of Services

People, Operations, Leadership -> I help firms accelerate growth through improved vision, purpose, and leadership | Scaling People, Process, and Technology

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"Twenty years from now, you will be more disappointed by the things that you didn't do than by the ones you did do. So throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover."

- Mark Twain