

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

## Services | Graham Peelle

ENDEAVOR STRATEGIC



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 [expertise in scaling business organizations, operational turnarounds, and leading talent acquisition and service delivery teams](#) 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](http://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

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## 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

[LinkedIn](https://www.linkedin.com/in/grahampeelle) [grahampeelle.com](http://grahampeelle.com)

*"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*