

ENDEAVOUR

You. Me. Us. Let's do this.

Evie did not begin as software.

She was with me at 35,000 feet, replaying a question I had heard in class that day that hurt my heart. She was the lump in my throat after hearing someone talk about being the target of a toxic team member. She is the tool I wish I had before I had to have a conversation that could hurt someone.

After decades of coaching, training, and studying human behavior at work, I began to see patterns. The same fears, the same stuck conversations, the same leadership crossroads appearing again and again. And so, on a cool evening in September, I sat down and began creating Endeavour, *a simulator that helps leaders practice saying the hard thing in safety, before saying it IRL.*

Lovingly nicknamed Evie, she was built from those moments that kept other leaders—and me—up late at night. Each detail was chosen with care and expertise.

Evie is not just a tool. She is a learning partner designed to go on the endeavor with you. She helps you prepare for difficult conversations, recognize behavioral patterns in your team members, and teach you how to convey the hard thing with clarity and intention.

And behind her is me. Every month, I offer live office hours, Lunch and Skill Launches (Endeavour named after a space shuttle 🚀), and Learn a Lattes. There are pop-up events designed to surprise and delight, and to remind people out there doing hard things that they aren't doing them alone.

You. Me. Us. Let's go on this endeavour together.

ENDEAVOUR

What types of scenarios can Endeavour help me with?

Why is my employee suddenly disengaged?

How do I confront someone who gets defensive?

How do I give honest feedback without crushing confidence?

How do I handle a high performer with a bad attitude?

How do I hold someone accountable without sounding harsh?

What do I do when two team members don't get along?

How do I rebuild trust after a mistake?

How do I coach instead of fix?

How do I tell someone they're underperforming?

How do I respond when someone pushes back on feedback?

How do I get better at hard conversations over time?

What do strong managers do differently in tough moments?

How do I stop overexplaining and speak with clarity?

How do I improve my emotional control in tense situations?

How do I become more confident in holding people accountable?

How do I develop better judgment about people and patterns?

How do I know what to say less of and more of?

How do I learn from a conversation that didn't go well?

How do I handle someone who intimidates me?

How do I manage a peer who isn't pulling their weight?

How do I push back without damaging relationships?

How do I give feedback to my boss?

How do I manage a boss who avoids hard decisions?

How do I build credibility with senior leadership?

ENDING OUR

Prompt formula for Evie:

I need help preparing for a conversation with an employee.

Here's what's been happening: [brief description].

The pattern or behavior I want to address is: [pattern].

The outcome I want is: [specific result].

Relevant past interactions: [anything that matters].

What I'm nervous about: [fear or concern].

Help me clarify what actually needs to be said and what can be left out.

Example Prompt 1

An employee has missed deadlines a few times and goes quiet when I follow up. This keeps happening. I want them to own their work and be realistic about timelines.

We've talked about this before but nothing changed. I'm worried I'll sound annoyed or unfair. Help me prep what to say.

Example Prompt 2

One of my team members gets defensive in meetings when challenged. It's becoming a pattern. I want meetings to be less tense and more collaborative.

We've had light conversations about teamwork before. I'm nervous this could turn into an argument. Help me keep this focused.

Example Prompt 3

A colleague I work closely with keeps bypassing me and making decisions that affect my projects. It's becoming a pattern and causing confusion. I want clearer coordination and fewer surprises.

We've talked casually before, but nothing really changed. I'm nervous that this could create tension or feel territorial. Help me figure out what to say and how direct to be.