

**SERVICES**  
**FOR**  
**SYSTEMS CHANGE**



*WHERE VISIONARY LEADERS TURN IDEAS INTO IMPACT*



# WELCOME

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**Dear Leader,**

Thank you for considering Limitless Horizons (LH).

Our services reflect a holistic approach to systems change—grounded in capacity-building, practical strategy, and true thought partnership. Through training, coaching, and consulting, we partner with leaders to strengthen teams, align systems, and turn bold ideas into meaningful, community-centered impact.

We're grateful for the opportunity to support your mission and look forward to building what's possible together.

With gratitude,

*Andrew Shaughnessy*

**Andrew Shaughnessy**  
**Founder & Principal Consultant**  
**Limitless Horizons**



**SCHEDULE A FREE  
30-MINUTE CONSULTATION**

# TRAINING FOR SYSTEMS CHANGE

## Inspire change. Build capacity. Lead boldly.

Our interactive trainings blend strategy, creativity, and real-world expertise to help leaders and teams step into their power. Every session is designed to spark momentum—equipping participants with the frameworks, tools, and mindsets to create lasting systems change.



### THE ADVOCACY INCUBATOR

A dynamic cohort training experience that transforms passionate leaders into policy-savvy changemakers. Participants learn to build coalitions, shape narratives, and drive results through community power-building.



### ROOTED + RISING LEADERSHIP EXPERIENCE

A transformative 8-session leadership training designed to strengthen self-awareness, emotional intelligence, and systems-change leadership through high-impact learning experiences. Participants gain a CliftonStrengths® Leadership Report, a custom leadership planner, and practical tools for mindset, communication, and delegation. The program cultivates a powerful peer-learning community and culminates in an actionable “Leadership Ripple Project” that empowers participants to extend their impact across teams, organizations, and communities.



### SKILLS-FOCUSED TRAINING

Our skills-focused trainings are designed for leaders and teams ready to deepen their practical knowledge in the areas that move missions forward. Each session connects technical skills to systems-level impact—helping participants not only learn how to do the work, but why it matters in the larger ecosystem of change.

We offer customizable classes, workshops, and interactive sessions grounded in LH’s consulting expertise, including:

#### Grant Writing & Fund Development

Learn to craft compelling proposals and funding strategies that sustain impact.

#### Program Planning & Evaluation

Design programs with measurable outcomes and clear theories of change.

#### Governance & Leadership Essentials

Build board and staff capacity to lead with clarity, accountability, and confidence.

#### Data & Decision-Making

Use data to tell your story, measure progress, and strengthen organizational learning.

# COACHING FOR IMPACT-DRIVEN LEADERS

## Personalized guidance for leaders.

We meet leaders where they are—helping them align vision, strategy, and action. Through one-on-one and small-group coaching, we cultivate the skills, confidence, and clarity needed to lead with purpose and resilience.



### LEADERSHIP COACHING

ENTRY-LEVEL, MANAGERS AND DIRECTORS

A leadership development series and reflection paired with practical tools for leading teams, goal setting, navigating change, and sustaining systems-level impact. Great for anyone looking to advance in their careers.



### ADVOCACY COACHING

BEGINNER-MID-SEASON LEVELS

Tailored coaching that strengthens advocacy competencies—from messaging and power-mapping to coalition management and campaign execution.



### EXECUTIVE COACHING + THOUGHT PARTNERSHIP

EXECUTIVES, COALITIONS, AND BOARDS

A trusted, strategic sounding board for mission-driven leaders navigating complexity, change, and growth. We provide reflective space, seasoned guidance, and mentorship to help leaders clarify decisions, strengthen judgment, and translate big ideas into actionable strategy. Through thought partnership, leaders gain confidence, alignment, and the support needed to drive systems-level impact with clarity and purpose.

# STRATEGIC CONSULTING FOR SYSTEMS CHANGE

**From insight to implementation**  
—powered by capacity building  
and systems change.

We partner with organizations at every level to build capacity and design solutions that align strategy, culture, and sustainability. Our consulting services integrate equity, data, and collaboration to create durable systems change.



## GOVERNANCE

### **Board & Leadership Effectiveness Review**

Assess leadership dynamics, governance practices, and role clarity to strengthen organizational decision-making and alignment.

We provide an actionable roadmap for improving board engagement, leadership cohesion, and accountability.

### **Interim CEO/Executive Director – Management Guidance Stewardship**

Provide stable, values-driven leadership during times of transition. We step in to sustain momentum, support staff and teams, and align the board, ensuring continuity in operations, culture, and strategic direction while helping your organization prepare for its next chapter.

### **Board Development & Governance Assessments**

Strengthen board performance through clear roles, accountability structures, and leadership alignment.

### **Bylaws Review & Modernization**

Modernize governing documents to ensure clarity, compliance, and alignment with your mission, values, and evolving organizational structure.

### **Board & Leadership Development**

Equip board members with the knowledge and tools to govern effectively, build trust, and advance strategic priorities.

### **Partnership Development & Coalition Building**

Strengthen collaboration across sectors by designing structures and strategies that foster trust, alignment, and shared impact. We help boards, leaders, and networks build sustainable partnerships and coalitions grounded in equity, mutual accountability, and a collective vision for systems change.

### **Strategic Planning Facilitation**

Translate your vision into an actionable roadmap that drives measurable impact and organizational cohesion.



## OPERATIONS + PROGRAMS

### **Organizational Health Assessments**

Gain a clear, data-informed understanding of your organization's strengths, challenges, and opportunities for growth. We conduct holistic assessments examining culture, leadership, operations, programs, financial systems, and stakeholder relationships to identify both immediate needs and long-term opportunities for systems alignment.

### **Systems & Structure Diagnostic**

Evaluate how well your internal systems (decision-making, communication, workflows, accountability structures) support your mission and strategic priorities. We help you pinpoint misalignments, streamline processes, and strengthen organizational coherence.

### **Culture & Climate Assessment**

Understand staff well-being, trust, communication patterns, collaboration, and morale through surveys, interviews, and focus groups. We translate findings into practical recommendations that support a healthy, equitable, and high-performing organizational culture.

### **Stakeholder Engagement & Community Voice Analysis**

Ensure your strategies reflect the lived experiences of those you serve. We gather input from clients, partners, and community members to surface insights into needs, barriers, and opportunities for shared impact.

### **Organizational Design & Process Improvement**

Streamline internal systems to improve efficiency, communication, and cross-functional collaboration.

### **Human Resources Systems & Culture Development**

Strengthen HR policies, onboarding, and performance systems to foster equity, belonging, and sustainability.

### **Data Infrastructure & Management Systems**

Build robust data systems that drive insight, measure outcomes, and inform smarter decision-making.

### **Program & Impact Assessment**

Analyze program effectiveness, impact outcomes, operational efficiency, and community alignment. We help organizations understand what's working, what needs strengthening, and where systems-level opportunities can maximize impact.



## FINANCIAL INFRASTRUCTURE + SUSTAINABILITY

### Program Planning & Evaluation

Design, launch, and assess programs that solve community problems, deliver measurable impact, and align with strategic goals.

### Project Management Support

Manage complex initiatives from concept to completion through structured planning, tracking, and communication tools.

### Team Retreats & Capacity-Building Facilitation

Reconnect your team around shared purpose through engaging, reflective, and results-oriented retreats tailored to your organization's needs. Using tools like CliftonStrengths®, practical frameworks for communication and delegation, and interactive peer-learning experiences, we help teams deepen trust, strengthen collaboration, and build the collective capacity needed to drive systems-level impact.

### Budget Development & Financial Planning

Build financial clarity and confidence through collaborative budget creation and forecasting.

### Bookkeeping & Financial Reporting

Ensure timely, transparent, and compliant financial management with ongoing support.

### Grant Development & Funding Strategy

Secure sustainable funding through data-driven grant writing, prospect research, foundation relationship-building strategies, and strategic alignment.

### Sustainability Modeling & Forecasting

Plan for long-term resilience with multi-year models that integrate operations, funding, and growth scenarios.





## ADVOCACY + CAMPAIGNING

### **Coalition Building & Network Development**

Design and strengthen cross-sector coalitions through shared governance structures, trust-building, clear decision-making processes, and sustainable coordination models that support long-term collective action.

### **Policy Analysis & Strategic Positioning**

Analyze policy landscapes, legislative pathways, and regulatory environments to identify leverage points and opportunities for influence, translating complexity into clear strategic direction.

### **Advocacy Strategy & Campaign Design**

Develop comprehensive advocacy plans that align goals, targets, tactics, timelines, and resources—whether supporting long-term policy change or time-bound legislative and ballot campaigns.

### **Power Mapping & Stakeholder Analysis**

Identify decision-makers, influencers, allies, and opposition to inform targeted engagement strategies grounded in real-world power dynamics.

### **Narrative & Message Development for Advocacy**

Shape values-based messages and public narratives that resonate with decision-makers, community members, and the media—bridging lived experience and policy goals.



### **Grassroots & Grasstops Power – Building Strategies**

Build power by activating community members, organizational leaders, and trusted messengers to influence policy through coordinated outreach and relationship-building.

### **Grassroots Fundraising Strategy & Infrastructure**

Build sustainable small- and mid-dollar fundraising models that align with advocacy goals—turning community energy into financial support that fuels campaigns and long-term movement building.

### **Campaign Infrastructure & Management Support**

Provide hands-on support for campaign planning, coordination, tracking, and adaptation—helping advocacy efforts stay aligned, responsive, and effective over time.

### **Evaluation & Learning for Advocacy Efforts**

Design advocacy-appropriate metrics and learning frameworks that track progress, adapt strategy, and demonstrate impact beyond traditional program outcomes.



## RESEARCH

### **Mixed-Methods Research & Evaluation**

Generate actionable insights through surveys, focus groups, and data synthesis rooted in community voice.

### **Needs Assessments & Landscape Scans**

Understand emerging trends, gaps, and opportunities to inform strategic decision-making.

### **Literature Reviews & Evidence Summaries**

Synthesize existing knowledge to strengthen grant proposals, reports, and strategic framing.

### **Medicaid & Systems Comparison Analysis**

Translate policy complexity into clarity to inform service delivery, reimbursement, and advocacy efforts.



## MARKETING + VISIBILITY

Strengthen your organization's presence, voice, and reach through strategic messaging, storytelling, and digital engagement. Our services help you communicate with clarity, connect with the right audiences, and elevate your impact across platforms.

- Messaging & Brand Positioning
- Content Strategy & Persona Development
- Website & Digital Optimization
- Social Media Strategy & Execution



Delivered in partnership with our trusted  
strategic partners in design, finance, data,  
marketing, HR, and research.



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