

Annual Benefit Report 2024

Global Development Enterprise, LLC



Introduction

Global Development Enterprise, LLC (GDE) is a benefit corporation dedicated to creating positive social and environmental impact through its innovative Transilience™ Theory of Change. This report outlines our activities and achievements in 2024, highlighting our commitment to our public benefit purpose and our progress in advancing transformative change in various contexts.

General Public Benefit

In 2024, GDE actively pursued its mission of creating positive social and environmental impact by providing Transilient Leadership training and mentorship to social entrepreneurs and mission-driven organizations. We equipped change-makers with essential communication skills, self-governance capacities, and an understanding of the distinctive Transilience Theory of Change to guide their work, that is niquely suited to today's global realities where many traditional change approaches are failing to address our most pressing challenges.

Specific Public Benefit

GDE's specific public benefit purpose is to "Build the best leadership training products, align teams, and use business to inspire and implement Transilience solutions to 21st Century challenges." In 2024, we pursued this purpose through various initiatives:

1. **ACCELERATE Program:** We continued to deliver our tailored negotiation skills training and mentorship program, combining self-assessment, goal-setting, and personalized mentorship to help participants enhance their impact and influence within the United Nations system.
2. **ACT Internship Program:** In 2024, GDE ran an extended 6-month Action to Counter Trafficking (ACT) Internship Program with 18 international participants. The program was structured in three phases:
 - **Phase I (Months 1-2):** Participants built a knowledge base of the UN and its Convention on Transnational Organized Crime, with specific focus on the protocol "to prevent, suppress, and punish trafficking of humans." They gained access to the Advocacy Algorithm to familiarize themselves with the United Nations framework.
 - **Phase II (Months 3-4):** Participants engaged in TQ™ EDGE Training to build 'integrated intelligence' essential for personal growth and public impact. This training was particularly valuable for building resilience when dealing with challenging issues and serving vulnerable communities. Participants also conducted country-specific research to identify key offices and people responsible for implementing work related to the Protocol in their countries.

- **Phase III (Months 5-6):** Participants determined their next steps and prepared for a public forum, presenting their findings and plans for future action. Select participants had the opportunity to engage in the UN's Conference of Parties to the United Nations Convention against Transnational Organized Crime, including the Working Group on Trafficking in Persons in July 2024.

A key outcome of the internship was the selection of 10 participants to continue their work by joining the TRUST Initiative after the program's conclusion in August.

3. **TRUST Initiative:** Building on the ACT Internship, GDE supported the development of Project TRUST, a start-up initiative aimed at countering human trafficking in Nigeria by addressing malicious actors who use online job boards to lure unsuspecting job seekers into trafficking scams.

The initiative developed a comprehensive business plan that included:

- A solution utilizing privacy-preserving technologies with transparent rulebooks
- Implementation strategies for engaging Nigerian job boards and stakeholders
- A framework for monitoring and evaluating impact
- Strategies for partnerships and collaborations with technology providers, NGOs, and government agencies

While the project did not ultimately deliver services to Nigerian job boards as was one of the potential outcomes being explored, the team worked with a developer who had a proprietary "rule books" approach to protecting privacy and security. This experience provided valuable insights into the challenges of implementing technological solutions to combat human trafficking and will inform future initiatives in this space.

4. **Healthcare Initiative in Nigeria:** In 2024, GDE initiated the formation of a Board of Directors for an international healthcare initiative in Nigeria that will utilize the Transilience™ Theory of Change and its capacity-building resources. This initiative represents a paradigm shift in development by reorienting economic activity away from traditional extractive models toward systems that prioritize human flourishing.

GDE worked closely with the International Organisation for Africa Development (IOAD) Nigeria to develop the vision, values, and principles around which the business will evolve. We also began establishing connections with a German-based company that would handle the construction of medical facilities once funding is secured.

A key aspect of this work involved collaboration with Exonym.io, a technology company in Germany that will provide online technology aligned with Transilience™ principles, offering an alternative to "business as usual" through distributed governance and a technical framework that supports other facets of the Transilience™ approach to business development.

This initiative demonstrates GDE's commitment to breaking cycles of aid dependency, unlocking Africa's human capital, catalyzing endogenous growth, and reimagining industrialization by broadening progress definitions to include healthcare, education, environmental sustainability, and social cohesion.

5. Ongoing formulation of **Transilience Theory and Practices for publication of a book** in 2025, sharing insights and strategies for driving positive social and environmental impact.

Assessment of Social and Environmental Performance

GDE has consistently applied the B Impact Assessment (BIA) standard to evaluate its overall social and environmental performance. In 2024, we maintained our strong performance across the five key impact areas:

1. **Governance:** GDE demonstrated its commitment to transparency by making its social and environmental performance publicly available through impact reports. We have legally ensured that social and environmental considerations are integrated into our decision-making process through our governing documents.
2. **Workers:** We fostered a supportive and inclusive workplace culture, providing opportunities for professional development and ensuring fair labor practices..
3. **Community:** GDE actively engaged with local and global communities, collaborating with stakeholders to address social and environmental challenges. Our work with international organizations, including NGOs, IGOs, and private corporations, demonstrates our commitment to delivering successful outcomes within and beyond the UN environment.
4. **Environment:** We minimized our environmental footprint through sustainable practices and promoted environmental stewardship throughout our operations.
5. **Customers:** GDE continued to deliver high-quality, impactful products and services, measuring both near-term and long-term outcomes to ensure lasting positive effects for our beneficiaries.

Challenges and Future Outlook

As a growing startup, GDE faced resource constraints and lingering challenges from the COVID-19 pandemic in 2024. The international nature of our work presented additional complexities, particularly in coordinating across different time zones, as evidenced by some participants stepping back from the ACT Internship due to training sessions occurring in the middle of the night for those in Australia and the Philippines.

We also experienced challenges in implementing the TRUST Initiative as hoped, with the team ultimately disbanding rather than creating their own start-up. This outcome highlights the difficulties of translating theoretical solutions internationally into practical applications, especially in complex contexts like human trafficking.

Despite these obstacles, we remain committed to our public benefit purposes and will continue to adapt and innovate to deliver value to our stakeholders. Looking ahead, GDE will focus on:

1. Scaling our impact through strategic partnerships, particularly in advancing the healthcare initiative in Nigeria
2. Expanding our reach and promoting our "Transilient Leadership" approach throughout our programs
3. Bringing our Transilience™ Theory of Change into the public sphere to address the optimization of human capacities and potential
4. Refining our training methodologies based on the lessons learned from the ACT Internship and TRUST Initiative
5. Developing more robust metrics to measure the impact of our work across different contexts and geographies.

Conclusion

In 2024, Global Development Enterprise, LLC demonstrated its commitment to using business as a force for good through its innovative Transilience™ Theory of Change and its practical applications in various contexts. By focusing on building capacity, fostering collaboration, and promoting systems that prioritize human flourishing, GDE is contributing to a new development paradigm that challenges traditional extractive models.

In a world facing unprecedented challenges, our most valuable resource isn't technology or capital, but our uniquely human capacity for transilience—the ability to integrate our protective instincts, our social connections, and our strategic thinking to create breakthrough solutions that transcend polarization. By developing this capacity at scale, we transform not just how we solve problems, but how we relate to each other across our deepest divides. This isn't just another approach to change—it's a fundamental shift in how we harness our collective wisdom when we need it most.

While we encountered challenges along the way, these experiences have only strengthened our resolve to continue refining our approach and expanding our impact. We remain dedicated to our mission of creating positive social and environmental change and look forward to further developing and implementing the Transilience™ Theory of Change in 2025 and beyond.

Through our work, we are demonstrating that a more conscious, compassionate approach to development is not only possible but powerfully effective—marrying ancient moral imperatives with cutting-edge practices to create emergent rather than extractive systems by design.

“Transilience isn't just another approach to change—it's a fundamental shift in how we harness our most valuable resources—our uniquely human capacities.”

- Report

