

CARLL BURR

Chief Executive Officer | Founder | Chief Operating Officer | Marine Veteran
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EXECUTIVE SUMMARY

Marine officer turned three-time founder, CEO, and operator. I take mission-driven, growth-stage organizations and scale them: setting vision, building the operating systems behind the vision, and leading teams through ambiguity. In the last five years I have driven 325 percent enrollment growth at one school and 225 percent at another, both built from a near-zero base. Before education I managed 450 million dollars in global logistics assets for the United States Marine Corps and closed enterprise software deals with Dell Technologies and Lockheed Martin. Available July 2026 to lead a mission-driven, growth-stage organization as CEO, with the COO-level execution depth to back it up. Remote with travel. Based in Bluffton, South Carolina.

CORE COMPETENCIES

Vision and Growth: Strategic Vision | Scaling from Zero | Revenue Growth | Fundraising | Market Positioning | Board and Investor Relations

People and Culture: Team Building | Executive Coaching | Talent Development | Stakeholder Engagement

Operations and Execution: P&L Ownership | Systems Design | Strategic Planning | Crisis Leadership | Enterprise Sales | Cross-Functional Integration

PROFESSIONAL EXPERIENCE

Founder and Executive Director | Flourish Leadership Academy *Oct 2024 to Present (transitioning Summer 2026)*
Tamarindo, Costa Rica

Sole executive with full P&L and strategic ownership of an international K through 12 leadership academy, scaled from launch and serving students from multiple countries. Responsible for vision, strategy, operations, enrollment, finance, curriculum, compliance, and culture.

- Grew enrollment 225 percent in 18 months, from 8 students at launch to 26 today, driving a 225 percent increase in annual tuition revenue with no institutional model to inherit.
- Built every operational system from zero: enrollment, tuition, financial controls, family communication, safety protocols, and compliance framework.
- Recruited a senior educator from California who relocated her family to Costa Rica to lead the junior high program, evidence of the trust and loyalty this leadership consistently produces.
- Organized and led fundraising campaigns that raised over 20,000 dollars to fund the construction of a home for a family in the local community, with a second home build currently underway.
- Designed and deployed the school's cross-disciplinary curriculum framework, grounded in four operational meta-skills: Creativity, Self-Awareness, Resilience, and Adaptability. These meta-skills are the foundation of every high-performing team I build.
- Brought in an external AI expert from Canada to train students on website development and AI productivity tools, positioning graduates with a technology advantage most schools in the country are not yet teaching.

Co-Founder and Chief Operating Officer | The Academy at District Church *Sep 2021 to May 2024*
El Dorado Hills, California

Co-founded a K through 12 leadership academy from concept to launch. Shaped institutional strategy alongside the founding team while owning all operational functions: facilities, compliance, safety, events, enrollment, and staff development. 135 students and 9 staff at peak.

- Drove 325 percent enrollment growth in the high school program over two years, from 8 students to 34, generating a 325 percent increase in annual tuition revenue.
- Ran the full student lifecycle for 135 students across 9 staff: transcripts, academic records, 70 plus parent conferences annually, disciplinary meetings, and individualized growth plans for students needing additional support.
- Served simultaneously as COO, Acting Principal, Registrar, Guidance Counselor, and Armed First Responder, carrying multiple executive roles while the organization scaled.
- Led the high school program as Head Guide and developed a team of guides through weekly 1-on-1 coaching, organization-wide book studies, and leadership workshops that built uncommon alignment and shared purpose.
- Facilitated workshops on AI-assisted lesson planning and play-based learning, giving guides frameworks that improved student engagement, creativity, and intrinsic motivation.

Chief Executive Officer | Providence 31 LLC *Apr 2015 to Sep 2022*
Venice, Florida | Properties in Sacramento, CA and Blue Ridge, GA

Founded and led all strategy, operations, and long-term financial planning for a family real estate and asset management company in parallel with other leadership roles.

- Personally drove all acquisition decisions, market analysis, and portfolio growth strategy, including leveraging 1031 exchanges to strategically reinvest and upgrade assets in higher-value markets.
- Managed vendor relationships, tenant oversight, financial planning, and portfolio growth across multi-state real estate holdings.
- Built operational systems and accountability structures from scratch, demonstrating the ability to run a disciplined organization without institutional support. Grew total company and asset value by 300 percent in under six years. Company remains active under independent management.

Head of Sales | MITS Intelligence (now White Cup) Jan 2020 to Feb 2021

Remote | Business Intelligence CRM and Sales Enablement SaaS

Led all sales activity for a business intelligence CRM platform serving mid-market and enterprise customers.

- Owned full-cycle B2B enterprise sales including live product demonstrations, C-suite client education, and pipeline development.
- Developed deep working knowledge of BI and CRM systems and translated complex software capabilities into clear operational business value for enterprise buyers.

Sales Director | BluJay Solutions Feb 2016 to Apr 2018

Remote | Enterprise Transportation and Logistics SaaS

Owned the top 50 revenue-generating accounts for a global enterprise logistics software provider.

- Managed cross-sell strategy and enterprise software integrations across Fortune 500 accounts including Dell Technologies and Lockheed Martin.
- Built executive-level relationships with Fortune 500 procurement and operations leaders, skills that translate directly to C-suite stakeholder management and organizational trust building.

Naval Aviator and Logistics Officer | United States Marine Corps 2007 to 2015

Camp Lejeune, NC | Fleet Week San Francisco | Liberia, West Africa

Commissioned Marine Corps officer with stewardship of 450 million dollars in global logistics assets and leadership of 840 Marines across aviation and logistics commands.

- Managed 450 million dollars in global logistics assets across multiple commands, with executive-level scope of operational authority, fiscal stewardship, and cross-functional coordination at scale.
- Led 840 Marines with full accountability for readiness, training, morale, and mission execution under high-stakes, no-fail conditions. The conviction was forged here: leadership is influence earned in the dirt, not authority issued by rank.
- Deployed to Liberia, West Africa to mentor and develop the logistics doctrine of the Armed Forces of Liberia. Received the Joint Service Achievement Medal for this advisory mission, an early proof point of cross-cultural leadership and institution building from scratch.
- Qualified as Naval Aviator candidate on the T-6 Texan II with solo clearance. Served as Pilot in Command on UH-1Y Venom helicopters during Fleet Week San Francisco operations.

EDUCATION

B.A., Business Management | Gettysburg College

ADDITIONAL

Recognition: Joint Service Achievement Medal, United States Marine Corps, Armed Forces of Liberia Advisory Mission.

Thought Leadership: Military to Management podcast guest (April 2026). Author of two LinkedIn Pulse articles on leadership, education, and technology. Published The Four Meta Skills white paper on organizational and individual development (April 2026).

Community: Led fundraising campaigns that raised over 20,000 dollars to fund home construction for families in need in Costa Rica. Second home build currently underway.

Technology: Google Workspace, Microsoft Office, CRM and BI Platforms, Basecamp, Slack, Logistics and TMS Systems, AI Productivity Tools.

Languages: English (native), Spanish (intermediate).

Availability: Currently Tamarindo, Costa Rica. Based in Bluffton, South Carolina beginning Summer 2026. Available July 2026 for remote-first roles with travel.