



TBD Membership Guide 2026

A Done-For-You
Professional Development
Resource for
Leaders and Teams

Dr. Angela Batista

The Transformation by Design Coach



Practical leadership development that helps leaders grow with clarity, strengthen teams, and stay grounded through change.



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Why TBDM Matters Now

Leadership Development for the Whole Leader.

Why Leaders Need This Now

Most leaders do not need more information. They need practical support that helps them think clearly, lead intentionally, and stay grounded while carrying the real demands of their roles.

That is why the Transformation by Design Membership exists.

TBD Membership was designed for managers, team leaders, and senior professionals who want leadership development that fits real work. It offers a guided, ready-made structure that helps leaders grow without having to build their own system from scratch. It supports both personal sustainability and professional growth, while also giving leaders tools and insight they can bring back to their teams.

Ready-Made Structure

TBDM takes the guesswork out of development. Leaders receive a guided pathway, curated resources, and a steady rhythm of support without having to create or piece together their own plan.

Practical and Manageable

The membership is designed for real life. Leaders can engage at a useful pace through structured learning, live sessions, guided prompts, and on-demand resources that fit demanding schedules.

Growth Leaders Can Use With Teams

The learning does not stay personal. TBDM gives leaders tools, language, reflection prompts, and practical resources they can carry back into team conversations, decision-making, and everyday leadership.

This is more than content access. It is a practical professional development experience designed to help leaders grow in ways they can actually sustain.



What TBDM Is and Who It's For

What TBDM Is

The Transformation by Design Membership is a guided professional development experience for leaders and teams. It combines structured learning, practical tools, live reflection spaces, and an ongoing support platform that help members strengthen leadership in thoughtful, useful, and grounded ways.

TBDM is designed to support both the leader and the human being. Members do not simply consume content. They reflect, apply, experiment, and return to their work with greater clarity, steadiness, and purpose.

Who It's For

Whether someone joins on their own or as part of a team, the membership is designed to help leaders grow in ways that are useful, sustainable, and immediately relevant. TBD Membership is built for people who are responsible for others and want support that fits the work and the season they are in. It is especially valuable for:

- Managers leading under pressure
- Team leaders supporting others through change
- Directors and senior leaders seeking greater clarity and purpose
- Professionals investing in their own growth
- Departments and organizations looking for a practical team development resource

What Leaders Gain

- A stronger foundation for self-leadership
- Greater confidence in supporting and developing others
- Practical ways to manage pressure and avoid reactive leadership
- Tools to improve communication, reflection, and follow-through
- A more intentional approach to living and leading with purpose



How TBDM Works

How the Membership Works

TBD Membership is designed to make leadership development manageable, practical, and connected to real work. Instead of overwhelming members with too much content or expecting them to build their own development plan, TBDM offers a guided quarterly rhythm that supports learning, reflection, and application over time.

A New Guided Quarterly Learning Experience

Each quarter, members receive one new core course resource focused on a leadership theme that matters in real life. The course is supported by practical prompts, tools, activities, and live learning spaces that help members apply what they are learning over time.

This structure is designed to reduce overwhelm and increase follow-through. Members are not expected to do everything at once. They are invited into a guided experience that helps them focus on what is most useful in the moment.

The Monthly Rhythm

- One live session for all members
- Guided weekly roadmap and prompts
- Practical tools and reflection resources
- On-demand content and replays
- For teams: one monthly team-specific live session
- For teams: one monthly team activity

Learn. Reflect. Apply.

TBDM is built around a simple rhythm: learn through guided content and practical resources, reflect through prompts, live sessions, and discussion, and apply through leadership tools, team activities, and real-world use. This creates leadership development that feels supportive, organized, and usable, not like one more thing added to an already full plate.



TBDM Orientation At-A-Glance

MEMBERSHIP.IO Your community and support hub	THRIVECART LEARN Your course and resource library
<p>What it is Membership.io is your TBD Membership home base. This is where you will find weekly guidance, community connection, announcements, live session details, replays, and ongoing curated resources.</p>	<p>What it is ThriveCart Learn is where your structured course content lives. This is where you will find your lessons, downloadable resources, audio files, and supporting materials.</p>
<p>Start here</p> <ul style="list-style-type: none"> • Complete your profile setup • Review the weekly learning roadmap • Check announcements and upcoming events • Explore the community and content channels 	<p>Start here</p> <ul style="list-style-type: none"> • Open the orientation section first • Review the pre-course resource • Move through the course modules in order • Choose whether you want to read, listen, or download the materials
<p>What you'll find here</p> <ul style="list-style-type: none"> • Community feed • Announcements • Weekly learning roadmap • Discussion prompts • Event calendar & direct messaging • Live session replays • Curated content channels and ongoing TBD resources 	<p>What's inside each course</p> <ul style="list-style-type: none"> • Guided learning modules • Takeaways and leadership prompts • Downloadable PDFs • Audio lessons read by Dr. Angela Batista • A full course e-book • A full course download folder • A post-course resource or playbook
<p>How to use it well</p> <ul style="list-style-type: none"> • Start with the weekly roadmap • Join the discussion when you can • Use prompts and resources based on what you need right now • Return often for updates, support, and connection 	<p>How to use it well</p> <ul style="list-style-type: none"> • Focus on one module at a time • Choose one takeaway and one action step • Move at a pace that works for you
<p>If you feel behind</p> <ul style="list-style-type: none"> • Start with one weekly post • Review one prompt • Watch one replay • Choose one resource that fits your current need 	<p>If you fall behind</p> <ul style="list-style-type: none"> • Return to the last module you completed • Listen to one audio lesson • Review one takeaway page • Choose one action step to apply this week



Upgraded Membership Hub in Membership.io

Our Membership Hub

TBDM's upgraded Membership.io platform serves as the central hub for the full membership experience. It is where members return for weekly guidance, updates, connection, and easy access to the broader ecosystem of TBD resources. This is more than a discussion space. It is the main home base for the membership, where members can engage with current learning, access replays, and find recurring TBD content in one organized place.

Inside the Hub

- community feed
- announcements
- weekly learning roadmap
- weekly prompts and guidance
- discussion prompts
- event calendar
- live session replays
- direct messaging
- curated content channels
- links to blogs, weekly videos, podcast episodes, and practical infographics

Why This Matters

Members do not have to search across multiple platforms or resources to find what they need. The hub gives them one clear place to begin, a steady rhythm to follow, and an organized space for both current learning and ongoing support.





**Transformation by Design
Membership (TBDM)**
Lead Boldly. Thrive Collectively.

Welcome, Angela!

Every time you step into this hub, you're saying yes to your growth, your momentum, and your mission. Whether you're just getting started or deep in implementation, we're here for it—and here for you.

Member's Live Session: Tuesday, May 12, 2026 [12:00pm ET & 9:00am PST]



Watch my latest short leadership video and subscribe to my YouTube channel for more.

Transformation by Design Blog

Embark on a transformative adventure with me through the heart of leadership, growth, and change. This blog is more than just a collection of posts; it's a roadmap to becoming the best version of yourself. As we navigate this virtual space together, I invite you to explore and to reflect with me. Let's embrace the winds of change and delve into the essence of personal transformation and strategic leadership. And as we look to the future, let's collectively aspire to uncover insights, strategies, and inspiration that will guide you on your own path to leadership excellence.

This blog is a space for reflection, shared learning and growth. Let's embark on this transformation journey together. Dive into the posts, share them with others and let's cultivate a community of committed learners.

#TransformationByDesignBlog

[P60] Empowering Teams: Building Confidence, Creativity, and Collective Impact

Empowerment is not an event. It's a culture. It's a daily practice. It's a leadership commitment to transforming teams into communities of purpose and possibility.

[Read Here](#)

Get Started Here: Orientation and Roadmap





Search here...



Home Content Discussions Member Directory



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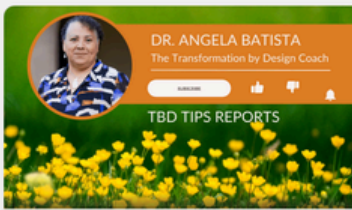
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Dr. Angela Batista



Course & Resource Library

Course and Resource Library

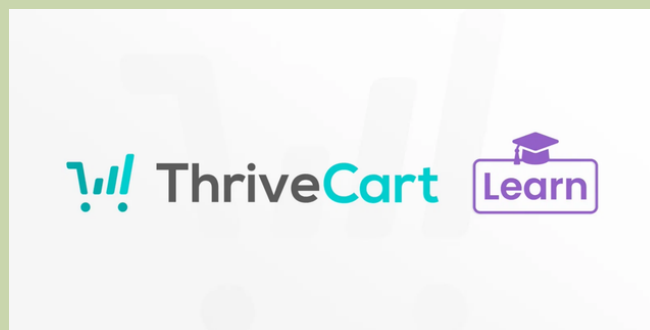
TBDM's ThriveCart Learn platform serves as the structured course and resource library for the membership experience. It is where members access each full course, complete guided learning modules, and download materials that support reflection, application, and continued growth.

The course platform makes it easy to move through the content in order, return to important materials, and choose the format that best fits their schedule, learning style, and real-life demands. This is more than a place to view lessons. It is a practical learning space designed to help members engage with the content in the format that works best for them, whether that means reading online, listening on the go, or downloading resources for later use.

ThriveCart Learn is where members access the full structured course experience. Each quarterly course is organized into dedicated pages that members can move through in sequence, revisit as needed, or engage with at their own pace.

Inside the Course Platform

- orientation and welcome content
- pre-course resources
- guided learning modules
- key takeaways and leadership application prompts
- downloadable PDFs
- audio lessons read by Dr. Angela Batista
- full course e-books
- full course download folders
- post-course resources and playbooks



What Each Course Includes

- A pre-course resource to help members prepare and reflect before they begin
- A sequence of individual learning modules
- Key takeaways and guided reflection
- Learning exercises and leadership application prompts
- A post-course resource or playbook to help members carry the learning forward
- Downloadable PDF versions of all course materials
- Audio versions of the course, read by Dr. Angela Batista, for a coach-in-your-ear experience
- A full course e-book that brings all course readings and learning into one place
- A zipped file that includes the full set of course materials for easy access and storage

How Members Can Engage

This gives members multiple ways to engage based on their schedule, learning style, and needs. Some may choose to read through the course page by page. Others may listen while commuting or between meetings. Others may download the full set of materials and return to them over time. The experience is flexible, but the structure stays clear.

How the Two Platforms Work Together

[Membership.io](#) supports the membership rhythm with weekly guidance, community interaction, discussion prompts, announcements, and replays. [ThriveCart Learn](#) provides a deeper learning experience through the quarterly course, orientation materials, downloadable resources, and the growing course library. Together, these platforms make TBDM both manageable and complete. Members get a clear place to connect, a clear place to learn, and a practical system that supports follow-through.

What Senior Leaders Gain

- A ready-to-use development resource for managers and teams
- A practical way to support growth without building another internal program
- A structure that strengthens reflection, steadiness, and follow-through
- An option for individual leaders, teams, or department-wide support

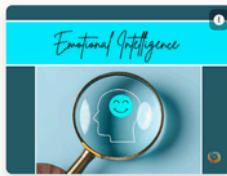


Your courses



Impostor Syndrome Solution

By Angela E. Batista



Emotional Intelligence: Leading Yourself So You Can Lead Others Well

By Angela E. Batista



The Accountability Advantage

By Angela E. Batista



New Year Revolution: Design A Year of Bold Moves and Big Wins

By Angela E. Batista



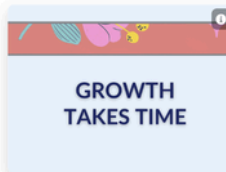
Living Your Best Life E-Book

By Angela E. Batista



The Gratitude Effect

By Angela E. Batista



Growth Takes Time

By Angela E. Batista




A More Resilient You

By Angela E. Batista






Fountain of Hope: Surround Yourself with Positivity

Impostor Syndrome Solution





Your progress 0%

WELCOME & CONTACT INFORMATION

-  Welcome Message from Dr. Angela Batista
-  TBD Contact Information & Support
-  TBD Terms & Conditions


PRE-COURSE READINESS & INTRODUCTION

-  Pre-Course Readiness Workbook
-  Introduction: Understanding the Foundation

MODULE 01: DECODING IMPOSTOR SYNDROME

WELCOME

Welcome Message from Dr. Angela Batista



A Comprehensive Guide to Rediscover Your True Worth

Welcome to the Impostor Syndrome Solution: A Comprehensive Guide to Rediscover Your True Worth

You have likely experienced moments where you questioned your success, minimized your contributions, or wondered if you truly belong in the spaces you've worked hard to reach. That experience is more common than you think. And it does not mean you are unqualified.

Impostor syndrome is not about a lack of ability. It is about a pattern of thinking that distorts how you see your value, your impact, and your leadership. And if you lead, this matters. Because it does not stay internal. It shows up in how you make decisions, how you communicate, how you show up in meetings, and how others experience you.



Additional Resources: Impostor Syndrome Solution

Below you'll find a curated collection of additional resources, including tools, templates, short videos, and readings designed to deepen your reflection and inspire your next steps. I encourage you to explore these materials in the format that suits you best: download, listen, watch, or share, to maintain your momentum and keep your leadership rooted in hope, purpose, and alignment.



TOOLS FOR GROWTH, PURPOSE, & ALIGNMENT

The Impostor Syndrome Solution: A Comprehensive Guide to Rediscover Your True Worth

Moving through impostor syndrome requires more than awareness. It takes reflection, practice, and the willingness to examine the stories you have been carrying about your worth, capability, and success.

The resources connected to this course are designed to help you keep doing that work. Some will support self-awareness and thought reframing. Others will help you strengthen confidence, accept recognition, set boundaries, and build habits that keep impostor patterns from taking over again.

You do not need to use everything at once. Start where the pattern feels strongest. Return when self-doubt gets loud, when you are avoiding visibility, or when you catch yourself minimizing your contribution.

Impostor syndrome loses power when you stop treating your doubt as truth. Use these resources to keep practicing. Your growth will come from consistency, not perfection.

That's a wrap on your course resource list.

Take what resonates, explore with curiosity, and let each insight deepen your resilience.

*Every step you take strengthens the leader you're already becoming, rooted, steady, and prepared for what's next. **Happy learning!***

PDF - Additional Resources

File size / description

[DOWNLOAD](#)

PDF - Download the Course e-book [Readings & Learning Activities]

File size / description

[DOWNLOAD](#)

Full Audio - Full Course Readings (114)

File size / description

[DOWNLOAD](#)

PDF - Weekly Learning Roadmap - Impostor Syndrome Course

File size / description

[DOWNLOAD](#)

Zippered File - Download ALL Course Files Here

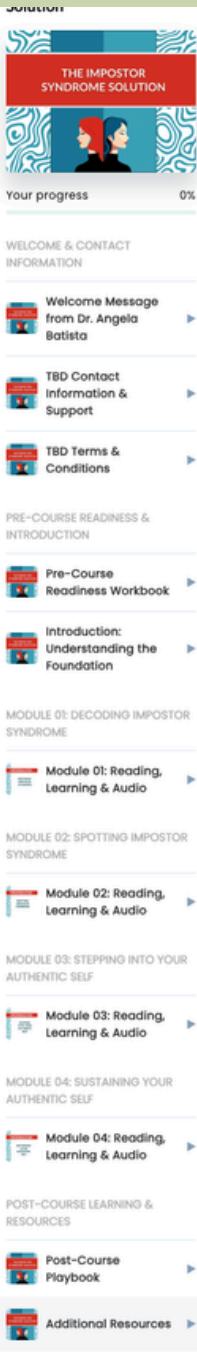
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[Click Here to visit our website](#)



DR. ANGELA E. BATISTA
TRANSFORMATION BY DESIGN
creating leadership with purpose



Author
Angela E. Batista



What the First 30-60-90 Days Look Like

TBDM is not designed for one-time inspiration.

It is designed to help leaders build a development rhythm they can actually sustain.

Your First 30-60-90 Days in TBDM

TBD Membership is designed to help leaders build momentum, not just consume information. The first 90 days lay a practical foundation for how members engage, apply what they learn, and connect the experience to their own leadership goals.

30-Day Alignment

In the first 30 days, members focus on orienting themselves to the platform, understanding the current course theme, and identifying where they want to begin. This phase is about clarity. Members are not expected to do everything at once. They are invited to begin where the need is most immediate.

- Complete the orientation module
- Identify your top 3 current leadership priorities
- Identify 2 stakeholders or key relationships to focus on
- Choose one content area or leadership theme to begin with
- Connect your learning goals to current leadership challenges and opportunities

60-Day Momentum

During the next phase, members begin applying what they are learning more intentionally. They engage more deeply with the current course, use the tools in their day-to-day work, and begin testing new habits and leadership approaches.

- Complete your first core course resource
- Engage at least once in a live session or replay
- Use one or two leadership tools, prompts, or reflection exercises in your work
- Run two meaningful leadership or coaching conversations
- Update your short-term learning and application plan based on early insight

90-Day Scale

By the 90-day mark, members have enough experience with the platform and content to begin using the learning more consistently and intentionally over time. This phase is about sustainability. Members begin seeing how TBDM can support not only a short burst of learning, but a longer-term leadership practice.

- Share a short scenario, case example, or reflection from your learning
- Identify one repeatable process, habit, or tool you want to keep using
- Document what is shifting in your leadership practice
- Set goals for the next quarter
- Share your next-step plan with a sponsor, supervisor, coach, or accountability partner



What Members Receive

What Members Receive

TBD Membership is designed to support both personal leadership growth and practical team application. The experience is structured, but flexible. Members receive a clear development pathway, multiple ways to engage, and tools they can return to in real time.

For Individual Members

This experience is designed to help leaders strengthen self-leadership, clarify priorities, and build more intentional habits without adding unnecessary pressure.

- One new core learning resource each quarter
- A guided weekly roadmap with prompts and practical next steps
- One live monthly member session
- On-demand access to past materials and replays
- Downloadable PDFs, tools, templates, and leadership infographics
- Audio versions of course content for flexible learning on the go
- Community access for reflection, discussion, and connection
- Ongoing curated resources, including blogs, videos, podcast episodes, and practical leadership content

For Teams and Organizations

Team memberships include everything in the individual experience, plus added structure and support for team growth.

- One monthly team-specific live session
- One monthly team activity to complete together
- Practical tools and discussion resources that support shared learning
- Guided prompts leaders can use with their teams
- A structured rhythm for applying learning in real work settings
- A development resource that supports both the leader and the team without requiring the organization to create another internal program from scratch



Membership Options & Benefits

Choose the Membership Option That Fits Best

TBD Membership offers practical support for individual leaders, teams, and organizations. Each option is designed to strengthen leadership development in ways that align with today's realities of work.

MEMBERSHIP OPTION	KEY DELIVERABLES	INVESTMENT LEVEL
<p>INDIVIDUAL: Best for Mid-to-Senior level leaders who want consistent support, practical tools, and space to reflect, learn, and grow with greater clarity and confidence.</p>	<ul style="list-style-type: none"> • Quarterly core course resources • Guided weekly roadmap and prompts • Monthly live member session • Downloadable tools, templates, and infographics • Audio, video, and PDF content • Community access and on-demand replays 	<ul style="list-style-type: none"> • Founding Member Rate through June 30, 2026: \$300 per year • Regular Annual Rate: \$499 per year
<p>CORE TEAM: Best for departments, leadership teams, and cross-functional groups up to 10 members that want stronger alignment, better communication, and a structured but flexible way to grow together.</p>	<ul style="list-style-type: none"> • Everything in the Individual Membership for each member • Monthly team-specific live session • Monthly team activity • Shared team learning tools and guided resources • Structured onboarding and team development support 	<ul style="list-style-type: none"> • Founding Member Rate through June 30, 2026: \$6,000 per year • Regular Annual Rate: \$7,500 per year
<p>ENHANCED TEAM: Best for larger departments, divisions, and multi-level leadership teams up to 25 members that want broader access, stronger team culture, and more consistent leadership development across roles.</p>	<ul style="list-style-type: none"> • Everything in Core Team Membership • Broader team access • Expanded support and flexibility • On-demand support as needed • Stronger capacity for organization-wide shared learning 	<ul style="list-style-type: none"> • Founding Member Rate through June 30, 2026: \$8,000 per year • Regular Annual Rate: \$9,500 per year
<p>ENTERPRISE: Best for organizations seeking a customized leadership and team development partnership for 25 or more members.</p>	<ul style="list-style-type: none"> • Everything in the other membership levels • Customized resources aligned with organizational priorities • Expanded support and tailored guidance • A more personalized partnership designed around context, goals, and implementation needs 	<ul style="list-style-type: none"> • Founding Member Rate through June 30, 2026: 10 to 20 percent off custom quote • Regular Annual Rate: Starting at \$15,000 per year



What Members Are Saying

The reflections below highlight what members value most about the TBD Membership experience. Across roles and contexts, leaders consistently describe TBDM as a ready-made, practical, and sustainable way to support their growth.

Ready-Made Structure

“The TBD Membership takes the guesswork out of professional development. It gives me structure, reflection, and practical tools without adding more stress to my plate.”

“I have spent years trying to piece together my own development. This gives me a ready-made path that is grounded, relevant, and easy to engage.”

Practical and Manageable

“This feels like professional development that was designed for real leaders. It is thoughtful, manageable, and immediately useful.”

“The membership offers a strong balance of structure and flexibility. I know where to begin, what to focus on, and how to keep moving.”

Growth You Can Use With Teams

“This is not passive content. It is a practical, done-for-you resource that helps me grow as a leader in ways I can sustain.”

“The tools are not only useful for me. They help me think differently about how I support my team and lead through real challenges.”

What members describe most often is not only the value of the content. It is the experience of having a clear, usable, and supportive development resource that helps them grow without adding to their workload.



Frequently-Asked-Questions

Who is TBD Membership for?

- TBDM is designed for managers, team leaders, directors, senior professionals, and organizations that want leadership development that supports both the leader and the human being. It is especially valuable for people leading under pressure and trying to support others amid real-world complexity.

Do I need to participate live every month?

- No. Live participation is encouraged, but not required. Sessions are recorded and made available to members on demand. The membership is designed for real life, and members can engage in ways that fit their schedules and seasons of leadership.

What is the difference between Membership.io and ThriveCart Learn?

- Membership.io is the central member hub for community, weekly guidance, discussion, announcements, live session access, replays, and ongoing curated resources. ThriveCart Learn houses the structured course experience, including orientation, core course modules, downloadable PDFs, audio lessons, the full course e-book, and bundled course materials.

What happens each quarter?

- Each quarter, members receive one new core course resource, supported by weekly prompts, practical tools, live learning, and ongoing access. Team members also receive monthly team-specific live sessions and team activities.

How much time should I expect to spend?

- TBDM is designed to be manageable. Members can engage at a pace that fits real work. Some may spend a short time each week reviewing prompts and resources, while others may delve deeper into the full course and related tools.



Frequently-Asked-Questions

How do team memberships work?

- Core Team and Enhanced Team memberships include everything in the Individual Membership, plus monthly team-specific live sessions, monthly team activities, and additional support for shared learning and application.

How do I pay?

- We offer secure payment through customized checkout pages that accept major credit cards and PayPal.
- Organizations that prefer purchase orders or invoicing can contact us directly to coordinate registration and payment.

When does the next cohort begin?

- The next TBDM cohort launches July 1, 2026.

Is there an application process?

- No formal application is required for Individual, Core Team, or Enhanced Team memberships.
- Enterprise memberships include a brief intake process, allowing support to be tailored to organizational goals and context.



Contact



Transformation by Design

www.transformationbydesign.co

angela@transformationbydesign.co

@DrAngelaBatista

@TheTransformationbyDesignCoach

Next Steps

For individual leaders

- Join as an Individual Member and lock in your Founding Member rate by June 30, 2026.

For teams and organizations

- Schedule a complimentary discovery conversation to talk through your goals, team structure, and the membership option that best fits your needs.

Looking for broader support?

- Long-term TBD coaching clients receive TBD Membership access for the length of their engagement. For broader coaching, team development, and organizational support options, see the full TBD Partnership Options and Services Guide.

Closing CTA

- Start with a conversation.
- If you are considering TBDM as a professional development investment for yourself, your team, or your department, we offer a complimentary discovery conversation to help you assess fit, clarify your goals, and identify the best next step.

