



THE TRUST ARCHITECTURE INTENSIVE

A 2-Day Strategic Intervention +
90-Day Integration Roadmap for
Leadership Teams

Rebuilding the invisible structures that make trust,
speed, and innovation inevitable.

THE INVISIBLE TAX ON GROWTH

When trust architecture fractures, organizations pay a hidden cost:

VELOCITY FRICTION: LOW DECISIONS, EXCESS ALIGNMENT MEETINGS

INFORMATION HOARDING: SILOS FORMED AS PROTECTION, NOT MALICE

TALENT HEMORRHAGING: QUIET EXITS DRIVEN BY MISALIGNMENT, NOT COMPENSATION

This is not a people problem. It's a systems problem.



OUR OPERATING SYSTEM: THE REBEL FRAMEWORK

REFRAME

ENERGIZE

BREAK PATTERN

EXPERIMENT

LISTEN DEEPLY

Reframe: Shift from blame to systems awareness

Energize: Regulate leadership presence under pressure

Break Pattern: Interrupt autopilot behaviors

Experiment: Enable safe-to-fail innovation

Listen Deeply: Hear what isn't being said before it escalates

A regenerative operating system for high-stakes leadership.



48 HOURS OF PATTERN-BREAKING



DAY 1: DISRUPTING THE PATTERN

Identify trust fractures, surface
unstated rules, interrupt
autopilot dynamics.

DAY 2: BUILDING THE NEW

Co-create shared agreements,
decision rhythms, and the
Team Trust Charter.

LOGISTICS

8–12 leaders
In-person
Shared vocabulary
Team Trust Charter delivered

TRANSFORMATION THAT STICKS



MONTH 1

Behavioral Anchoring

MONTH 2

Structural Implementation

MONTH 3

Cultural & Integrity Audit

We stay until the new architecture becomes the default.

PROVEN IMPACT

Heather's facilitation was nothing short of masterful. Operating internationally, she seamlessly bridged time zones and distance, ensuring that each of us felt present, engaged, and connected. Her ability to coordinate across geographies while still making the session feel deeply personal is a testament to her skill and commitment. We left the experience not only with sharper insights and actionable commitments, but also with a renewed sense of courage, collaboration, and shared vision. It's a rare thing to walk away from a workshop with both practical tools and genuine inspiration. Heather made that possible.

Andrea Mehlhorn-Marshall
Director of Operations
Magnum Opus, LLC ("MO")

HEATHER MCDANIEL

M.S. STRATEGIC COMMUNICATION | 20+ YEARS EXPERIENCE
Trust Architect working at the intersection of systems, leadership, and regeneration.



FAQ

IS THIS JUST ANOTHER "SOFT SKILLS" RETREAT?

No. We aren't doing trust falls or personality tests. Trust Architecture is about operational efficiency. We identify the structural "leaks" where energy and time are being wasted due to poor communication rituals and unstated expectations. This is a hard-skills rebuild of your team's operating system.

HOW DO WE ENSURE THIS ISN'T JUST A "WEEKEND HIGH" THAT FADES ON MONDAY?

This is why the 90-Day Integration Roadmap is mandatory. We don't just leave you with a PDF. We provide bi-weekly coaching to anchor new behaviors in real-time workplace scenarios. We stay with you until the new "Trust Architecture" becomes your team's default setting.

WE ARE ALREADY OVERWHELMED. CAN WE AFFORD THE TIME?

If your team is experiencing "velocity friction" (slow decisions) or high turnover, you are already losing hundreds of hours a year to fractured trust. This 2-day intervention is designed to reclaim that time by removing the friction from your daily collaboration.

WHAT IS THE ACTUAL "ROI" OF TRUST?

We measure three specific business metrics:

1.) Decision Velocity: How quickly a team moves from a problem to an agreed-upon solution. 2.) Retention/Engagement: Reduction in "culture-drift" resignations. 3.) Psychological Safety: We use pre- and post-intensive assessments to provide a data-backed view of your team's growth.



READY TO STOP THE FRICTION?



Heather McDaniel

REGENERATIVE LEADERSHIP &
TRUST ARCHITECTURE



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[Book a consultation.](#)