

## THE TRUST ARCHITECTURE INTENSIVE

### A Strategic Intervention for Mission-Driven Leadership Teams

#### THE CORE OFFER

*A 2-Day Strategic Intensive with a 90-Day Integration Roadmap that restores trust, decision velocity, and leadership coherence.*

#### WHY THIS EXISTS

**In high-growth, mission-driven organizations, the greatest risk to scale isn't strategy — it's structural incoherence.**

When trust architecture fractures, teams don't just lose morale. They lose speed, innovation, and their best people.

The Trust Architecture Intensive restores the relational and operational foundations required to lead through transition — without burnout, politics, or performative alignment.

#### ARE YOU PAYING THE “LOW-TRUST TAX”?

In leadership teams, trust failure rarely announces itself directly. It shows up as operational drag.

##### Look for these indicators:

- **Velocity Friction:** Decisions that once took minutes now require pre-meetings, second-guessing, and quiet permission-seeking.
- **Information Hoarding:** Silos form as a protective response. Knowledge becomes leverage instead of shared infrastructure.
- **The Extraction Cycle:** Teams are “performing” rather than creating, thus expending energy navigating unspoken rules instead of solving real problems.
- **Talent Hemorrhaging:** High performers leave with vague feedback like “**It just didn't feel right.**” This is organizational integrity drifting from mission.

## WHAT ACTUALLY HAPPENS

**Days 1–2: The Intensive** - In-person, high-proximity work with 8–12 leaders. We break entrenched patterns and co-create a **Team Trust Charter**: your shared operating system.

**Days 30–60: Behavioral Anchoring** - Targeted 1-on-1 integration sessions to prevent regression under real-world pressure.

**Day 90: Integrity Audit** - A final assessment measuring shifts in psychological safety, decision velocity, and team coherence.

#### WHAT YOU WALK AWAY WITH

- A **Team Trust Charter** — clear rules of engagement for conflict, decisions, and accountability
- A **Shared Vocabulary** — practical tools for navigating tension without politics
- **Before & After Diagnostic Data** — measurable indicators of trust repair and operational clarity

#### WHY HEATHER MCDANIEL

- **The Specialist:** 20+ years in strategic communication and leadership systems
- **The Global Edge:** Facilitation across Europe and North America
- **The Method:** Integrating systems design, physiology, and contemplative practice into operational leadership

#### NEXT STEP

Ready to stop the friction?

Book a [30-minute Trust Consultation](#) to assess structural fit and readiness.

**A note for decision makers:** Heather works with a limited number of leadership cohorts each year to ensure depth of integration. Diagnostic calls are recommended at least **4 weeks** ahead of desired intensive dates.