

## THE TRUST ARCHITECTURE INTENSIVE

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

#### THE CORE OFFER

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

#### WHY THIS EXISTS

**In growth-stage, mission-driven organizations, the greatest risk to scale is not strategy. It is structural friction.**

When trust architecture weakens, teams lose speed, execution clarity, and key talent.

The Trust Architecture Intensive rebuilds the structural conditions required to lead through transition without burnout, politics, or decision paralysis.

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

Trust failure rarely announces itself. It shows up as operational drag:

- **Decision Latency:** Simple decisions require pre-meetings, second-guessing, and quiet permission-seeking.
- **Information Silos:** Knowledge becomes leverage instead of shared infrastructure.
- **Performance Theater:** Energy is spent navigating unspoken rules rather than solving real problems.
- **Talent Drift:** High performers disengage or leave when integrity erodes.

#### WHAT ACTUALLY HAPPENS

##### Days 1–2: Structural Diagnosis & Installation

**In-person work with 8–12 senior leaders to identify decision bottlenecks, surface hidden**

**operating rules, and co-create a Team Trust Charter.**

##### Days 30–60: Stabilization

**Targeted integration sessions to reinforce new decision protocols under real-world pressure.**

##### Day 90: Integrity & Velocity Audit

**Assessment of decision speed, engagement indicators, and psychological safety shifts.**

#### WHAT YOU WALK AWAY WITH

- **A Team Trust Charter** — codified decision rights, escalation pathways, and accountability rhythms
- **Shared Structural Language** — tools for addressing friction directly and efficiently
- **Pre & Post Diagnostic Data** — measurable indicators of trust repair and operational clarity

#### WHY HEATHER MCDANIEL

- **20+ Years** in strategic communication and systems design
- **International facilitation** across Europe and North America
- **Structural approach** integrating systems design, leadership physiology, and contemplative practice

#### NEXT STEP

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

Note for decision-makers: Engagements are limited to ensure depth of integration. Consultation recommended 4–6 weeks before desired intensive dates.