



THE TRUST ARCHITECTURE INTENSIVE

A 2-Day Structural Intervention +
90-Day Integration for Leadership
Teams

Rebuilding the leadership operating system that
restores decision speed, alignment, and execution.

THE COST OF STRUCTURAL FRICTION

When trust architecture weakens, organizations experience:

SLOWER DECISION CYCLES

DELAYED STRATEGIC INITIATIVES

INCREASED MEETING LOAD

CROSS-FUNCTIONAL MISALIGNMENT

TALENT ATTRITION RISK

LEADERSHIP BURNOUT

Leadership time is your highest-leverage asset. Structural friction compounds quickly. This is not a motivation problem. It's a structural one.



TRUST ARCHITECTURE IS STRUCTURAL DESIGN

Trust Architecture is the deliberate design of:

DECISION RIGHTS

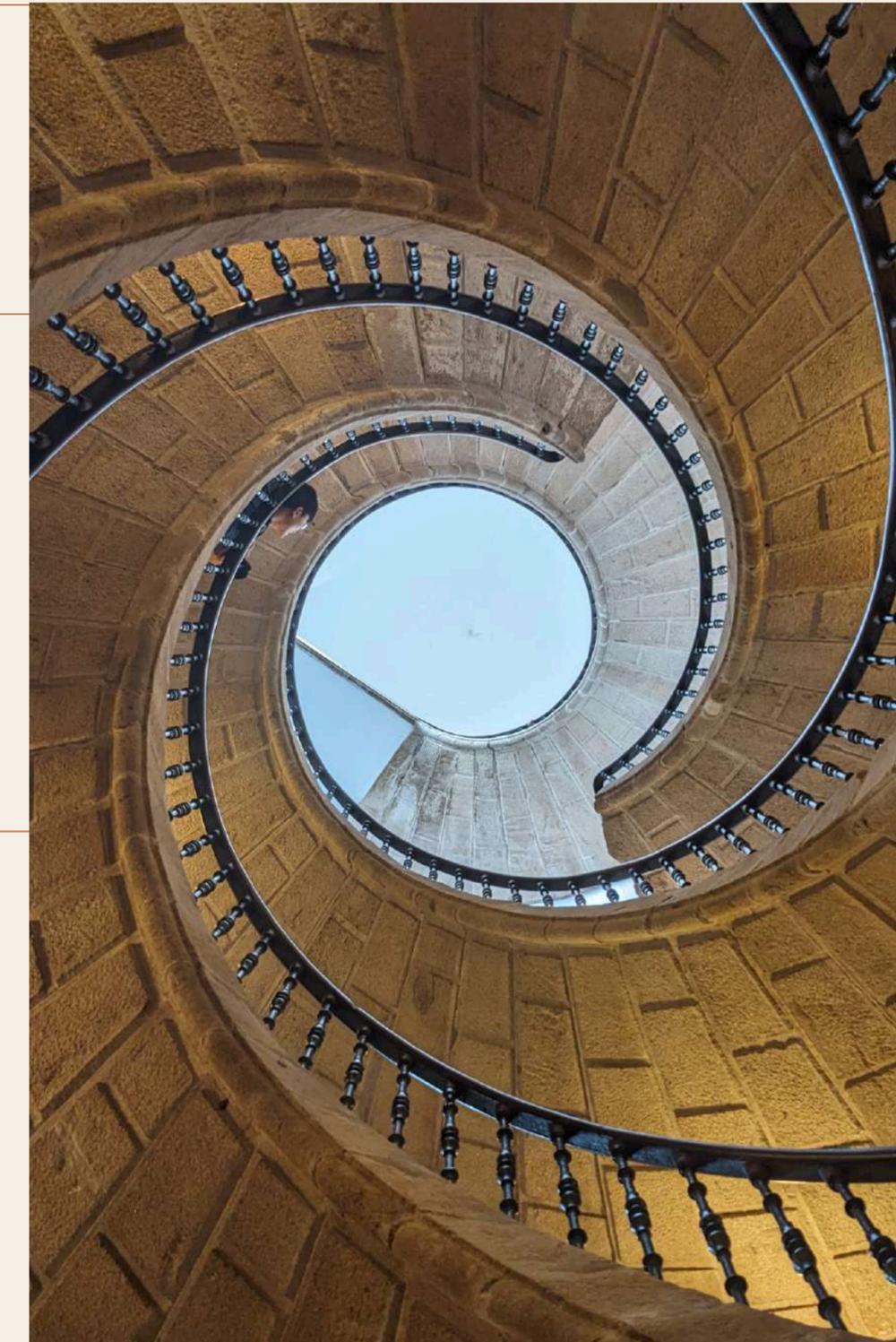
ESCALATION CLARITY

FEEDBACK PROTECTION

INFORMATION
TRANSPARENCY

ACCOUNTABILITY
RHYTHMS

Without these structures, culture degrades under pressure.



48 HOURS OF PATTERN-BREAKING



DAY 1: STRUCTURAL DIAGNOSIS

- Identify trust fractures and unstated operating rules
- Diagnose structural latency and decision bottlenecks
- Surface implicit power dynamics affecting execution

DAY 2: INSTALLATION & ALIGNMENT

- Install decision protocols and ownership thresholds
- Codify escalation pathways and accountability rhythms
- Co-create the Team Trust Charter

LOGISTICS

- 8–12 senior leaders
- 2 full days, on-site
- 90-day integration cadence
- Team Trust Charter delivered

TRANSFORMATION THAT STICKS



MONTH 1: STABILIZE

- Reinforce new decision rhythms
- Eliminate regression under pressure

MONTH 2: OPERATIONALIZE

- Apply blueprint to live projects
- Stress-test escalation and ownership

MONTH 3: MEASURE

- Compare decision velocity baseline
- Review retention signals
- Evaluate psychological safety shifts

We stay until the new architecture becomes the default.

PROVEN IMPACT

Example of Leadership Team 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")

Observed Outcomes

- Clearer commitments
- Increased cross-boundary collaboration
- Actionable strategic clarity



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?

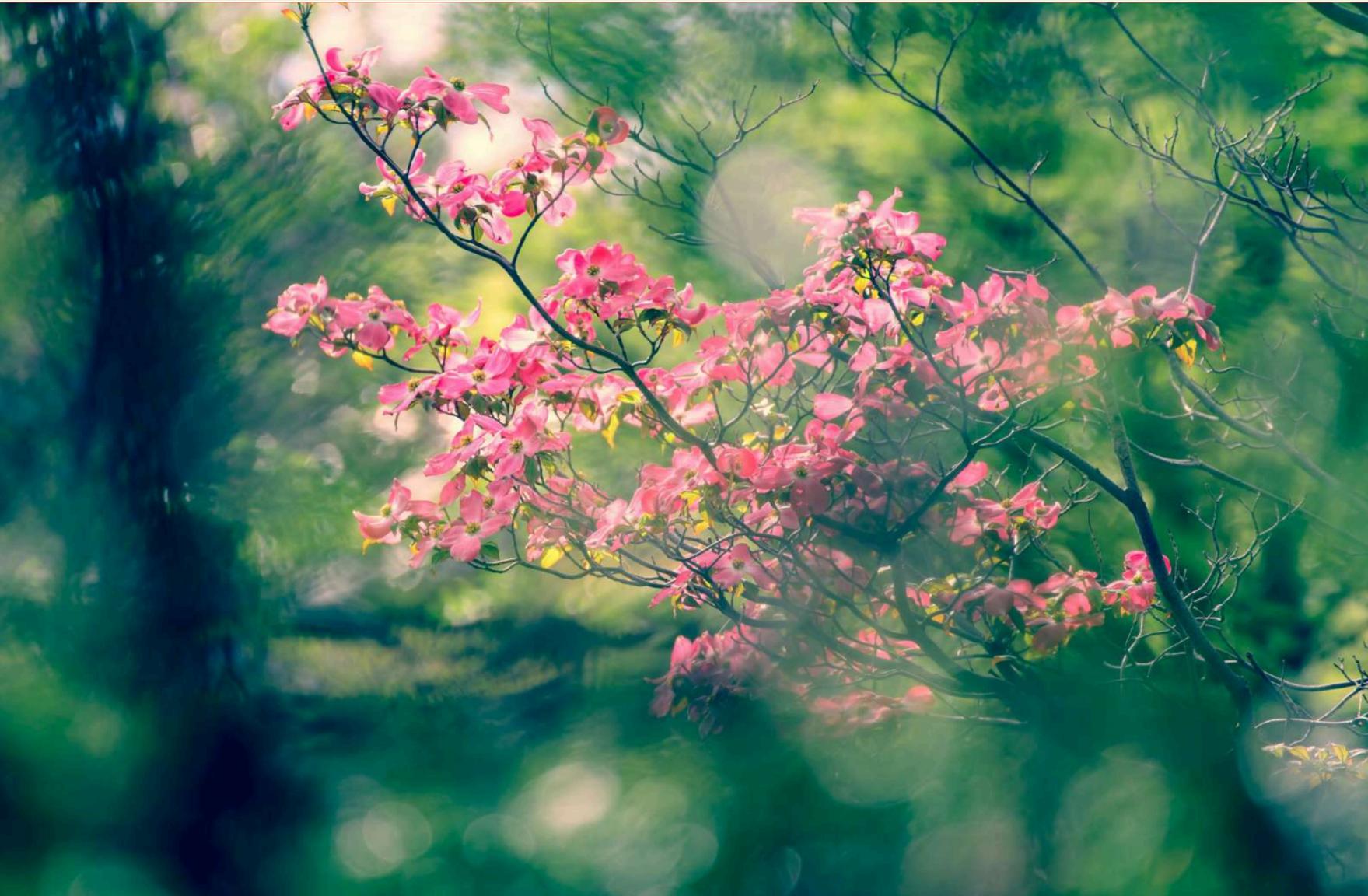
We measure three specific business metrics:

- 1.) Decision Velocity – Time from issue to aligned action
- 2.) Retention/Engagement – Reduction in culture-drift resignations
- 3.) Psychological Safety – Pre and post assessments to track structural trust growth

When senior leaders reclaim even small amounts of weekly decision time, the cumulative strategic capacity recovered is significant.



READY TO STOP THE FRICTION?



Heather McDaniel

REGENERATIVE LEADERSHIP &
TRUST ARCHITECTURE



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[Book a Trust Architecture Consultation.](#)