

The 5 Domains of Risk

Don't Change People. Change Conditions.

THE BIG IDEA

Most organizations don't have a people problem. They have a friction problem.

When direction is unclear, ownership is uneven, alignment is off, trust is low, or capacity is stretched, performance drops and pressure rises. What leaders call behavior is often just the system breaking under strain. The 5 Domains of Risk show you exactly where performance is being lost so you can remove resistance and restore momentum. The goal isn't to push people harder. The goal is to make performance easier.

THE FIVE DOMAINS of RISK

1. Direction Risk

Are we clear on where we are going and what success looks like?

When Direction is strong, people understand priorities, success is visible in behavior, and decisions become easier.

When Direction is at risk, goals are interpreted differently, work becomes reactive, and teams pull in different directions.

2. Ownership Risk

Do people take responsibility for outcomes, or wait for direction?

When Ownership is strong, accountability is natural and leaders are not carrying everything.

When Ownership is at risk, responsibility is unclear, work stalls, and leaders become bottlenecks.

3. Alignment Risk

Are leaders and teams moving together, or in parallel?

When Alignment is strong, messaging is consistent and teams support shared outcomes.

When Alignment is at risk, mixed signals emerge, resistance goes unspoken, and silos form.

4. Trust Risk (Psychological Safety)

Do people feel safe to speak, contribute, and engage?

When Trust is strong, ideas surface early and collaboration is natural.

When Trust is at risk, people hesitate, filter themselves, and conversations happen outside the room.

5. Capacity Risk

Do people have the bandwidth and resources to execute?

When Capacity is strong, energy is sustained and teams can absorb change.

When Capacity is at risk, overload, fatigue, and resistance to new initiatives begin to appear.

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THE BENEFITS

When friction is removed at the structural level:

- Decision velocity increases
- Political tension decreases
- Accountability clarifies
- Stress reduces
- Energy reallocates toward execution
- Leaders operate with greater capacity and less effort

Instead of pushing harder, organizations move faster.

THE DETAILS

Who This Is For:

Executive teams, senior leadership groups, high-growth organizations, engineering firms, financial institutions, and multi-site enterprises experiencing hidden drag or execution stress.

Delivery Format:

- Executive Keynote
- Leadership Workshop
- Consulting Diagnostic Engagement

Format Availability:

In-person only.

NEXT STEPS

If your organization feels like it's working too hard for the results it's producing...

The issue may not be effort. It may be friction. Let's diagnose the conditions.

Then redesign for momentum.