VITRUVIAN LEADERSHIP, LLC • EXECUTIVE & CORPORATE BRIEFING

# Corporate Workshops, Team Alignment & *Scientific HR Assessment Suite*

Equipping executives, plant managers, and cross-functional teams to shift from reactive firefighting to intentional 90-day momentum.

## 1. Signature Corporate Leadership Workshops (Half-Day, Full-Day & 90-Day Sprints)

PILLARS: RELATIONSHIPS • PROCESS • MATURATION

WORKSHOP 01 • CULTURE & TRUST

### Shifting From "Can We?" to "How Can We?"

Eliminate departmental silos, turf protection, and blame-shifting across operations, sales, and administration.

- Diagnose hidden communication fractures
- Install principle-centered ownership
- Live cross-department problem solving

WORKSHOP 02 • OPERATIONAL CLARITY

### Ending Managerial Firefighting

Equip promoted supervisors and middle managers with the architectural blueprint to lead both people and process.

- Define 3–5 "Winning Week" KPIs
- Clarify SOP handoffs & accountability
- Run high-ROI 1-on-1 coaching cadences

WORKSHOP 03 • SUCCESSION & SCALE

### The Vitruvian RPM Executive Intensive

Strategic alignment retreat for senior leadership teams preparing for rapid growth, M&A, or leadership succession.

- Pass the 30-Day Bench Strength Test
- Delegate decision principles vs. tasks
- Lock in the 30/60/90-Day RPM Roadmap

## 2. Validated Behavioral & Leadership Diagnostic Suite

OBJECTIVE DATA FOR HIRING, PROMOTION & TEAM ALIGNMENT

| DIAGNOSTIC INSTRUMENT | PRIMARY ORGANIZATIONAL USE CASE | INCLUDED EXECUTIVE DELIVERABLES |
|---|---|---|
| **DISC Behavioral Profile** | Cross-functional communication, conflict resolution, and manager-to-direct-report alignment. | Individual profiles + Team Behavioral Map + Facilitated group communication workshop. |
| **Hogan Leadership Forecast** | Executive hiring, high-potential succession planning, and uncovering stress "derailers." | HPI, HDS & MVPI reports + Confidential 1-on-1 executive debrief + Development plan. |
| **360° Multi-Rater Feedback** | Objective leadership blind-spot analysis across peers, direct reports, and senior stakeholders. | Anonymized multi-rater synthesis + Competency gap scorecard + 90-day coaching plan. |
| **KPI & Culture Baseline Audit** | Benchmarking organizational health (100-pt scale) and operational SOP/KPI clarity. | 20-Statement Culture Health Report + Department KPI Scorecard Architecture. |

## 3. Your Facilitator & Proven Executive Impact

20+ YEARS OF OPERATIONAL & TRANSFORMATIONAL LEADERSHIP

## Brian Littlehale — Founder & Principal Executive Coach

With more than two decades of hands-on executive, operational, and organizational leadership experience across manufacturing, logistics, and high-growth enterprises, Brian Littlehale helps leaders bridge the gap between high-level strategy and frontline execution.

**Core Values:** Principle-Centered Integrity • Intentional Momentum • Shifting Culture From *"Can We?"* to *"How Can We?"*

*"Brian's ability to connect with leaders at every level—from the executive suite to the production floor—helped us cut through years of organizational friction and align around measurable goals."*

— ERIC R. & JANET L., EXECUTIVE COACHING & CORPORATE CLIENTS

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**Scope Your Workshop or Assessment Rollout:**
**vitruvianleadership.com/corporate-workshops**