EXECUTIVE ARCHITECTURE WHITEPAPER & 90-DAY WORKBOOK

The Vitruvian *RPM* Leadership Blueprint

How High-Performing Executives, Plant Leaders & Organizations Align **Relationships**, **Process**, and **Maturation** to Eliminate Firefighting and Scale Momentum From the Inside Out.



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PART I • FOCUS ONE: RELATIONSHIPS

Eliminating the "Trust Tax" & Shifting From "Can We?" to "How Can We?"

In first-century Rome, the architect Vitruvius observed that no structure can endure without *firmitas, utilitas, et venustas*—structural strength, functional utility, and proportional harmony. Five centuries later, Leonardo da Vinci immortalized this principle in *The Vitruvian Man*.

Organizations operate under the exact same physical laws. When a company's human relationships are fractured by silos, unspoken friction, or surface-level compliance, every operational initiative pays a hidden **"Trust Tax."** Meetings take twice as long, cross-department handoffs drop the ball, and supervisors default to defensive thinking (*"Can we even do this?"*) instead of creative ownership (*"How can we make this happen?"*).

> *"A leader's core purpose is increasing personal and professional capacity within both themselves and their team—which naturally translates into transparent communication, measurable productivity, and sustainable profits."*

The Symptom: Polite Silos

Leaders nod in agreement during weekly staff meetings, yet passive resistance and finger-pointing resurface the moment pressure rises on the shop floor or in client delivery.

The Vitruvian Fix: Principle-Centered Engagement

Using shared behavioral frameworks (DISC, Hogan, and 360° evaluations) alongside interactive workshops so leaders decode each other's wiring and build candor without conflict.

Executive Worksheet 01: Relational Friction Audit

FOCUS ONE • RELATIONSHIPS

1. Where are two departments, shifts, or leaders currently paying a “Trust Tax” due to miscommunication?

e.g., Operations & Sales handoffs, or Shift A to Shift B supervisor communication...

2. Which key managers on your team would benefit immediately from seeing their behavioral blind spots via DISC or a 360° Evaluation?

List 1–3 roles or team tiers...

PART II • FOCUS TWO: PROCESS

Breaking the Managerial Firefighting Trap With Clear KPIs & SOPs

Across manufacturing, logistics, and high-growth service organizations, the single most expensive operational leak happens when top individual contributors are promoted into supervision without a clear **Process Architecture**.

Instead of coaching their people, managers spend 80% of their week reacting to urgent crises. And when supervisors firefight, senior executives get pulled down into day-to-day execution—stalling strategic growth at the top.

1. Vision-to-Floor Translation

Every associate should be able to answer in one sentence: *"What does a winning week look like in my specific role, and how is it measured?"*

2. Living SOPs & Step-by-Step Accountability

Standard Operating Procedures fail when they sit in a binder. We design lean, visual KPIs and rhythms that turn accountability from "micromanagement" into team pride.

Executive Worksheet 02: The Firefighting-to-Process Matrix

FOCUS TWO • PROCESS

1. What is the #1 recurring operational fire that pulls you or your supervisors away from strategic work every week?

Describe the recurring bottleneck...

2. What single KPI or documented SOP, if followed 100% of the time over the next 60 days, would eliminate that fire?

Define the target KPI or SOP...

PART III • FOCUS THREE: MATURATION & DIAGNOSTICS

Building Self-Scaling Leaders & Choosing the Right Diagnostic Tool

Maturation is the third pillar of the RPM Framework: building predictable, scalable human systems so your organization thrives amid rapid market change—even when senior leaders step away for 30 days.

To accelerate maturation without guesswork, Vitruvian Leadership integrates four scientific behavioral and operational diagnostics:

Vitruvian Leadership Diagnostic & HR Assessment Selection Matrix

Diagnostic Tool	Primary Diagnostic Focus	Ideal Target Tier	Organizational ROI
DISC Behavioral Profile	Observable communication style, pace, priority, and conflict response.	Frontline Supervisors, Cross-Functional Teams & Sales	Faster team synergy, reduced interpersonal friction, and clearer daily communication.
Hogan Assessments	Core drivers, leadership strengths, and pressure-induced behavioral "derailers."	C-Suite Executives, Directors & High-Potential Succession Candidates	Prevents costly executive blind spots and sharpens strategic decision-making under stress.
360° Leadership	Multi-directional perception gap	Middle & Senior Managers, Plant Managers	Creates immediate self-awareness and

Executive Worksheet 03: The 30-Day Absence Test

FOCUS THREE • MATURATION

If you stepped away from day-to-day operations for 30 days starting tomorrow, which decision or department would stall first?

Identify the succession or delegation gap...

PART IV • EXECUTION PLAN

Your 90-Day Vitruvian Leadership Architecture Roadmap

True transformation isn't an event—it is an intentional architecture built in three 30-day phases:

DAYS 01 – 30

Phase 1: Diagnose & Baseline

- Complete Executive RPM Audit
- Deploy DISC, Hogan, or 360° Profiles
- Map current KPI & SOP gaps
- Establish 90-day leadership scorecards

DAYS 31 – 60

Phase 2: Align & Equip

- Facilitate Interactive Leadership Workshop
- Shift team norm to "How can we?"
- Roll out core departmental KPIs & SOPs
- Launch bi-weekly 1-on-1 coaching rhythm

DAYS 61 – 90

Phase 3: Scale & Mature

- Review 90-day productivity & trust gains
- Transition supervisors from firefighting to mentoring
- Lock in quarterly leadership succession cadence

The 5 Core Cultural Values We Build Into Every Engagement

1. Relentless Reliability • 2. Lead with Purpose • 3. Inspire Change • 4. What We Do Matters • 5. Constant Creativity

COMPLIMENTARY 30-MINUTE EXECUTIVE SESSION

Ready to Architect Your Next 90 Days of Momentum?

Bring your completed worksheets from this guide to a complimentary 30-minute **Leadership Strategy Call** with Brian Littlehale. We will review your RPM bottlenecks and map out a tailored plan for you or your team.

Schedule Your Strategy Call at VitruvianLeadership.com →

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