



SPRENT SHOPS

Everyone thinks they're aligned.
Until you ask the same question.



Creating clear, durable and
human workplaces.

The most expensive assumption in business is **believing your team is aligned.**

No executive wakes up trying to slow the organization down.
They optimize for what they own.
The organization pays for the gap between those decisions.

The Alignment Test.

Without talking, have each leader write down:

1



**What's is our
#1 priority?**

2



**What's the one
thing we'll say
no to this
year?**

3



**Which decision
will disappoint
the most
people?**

Now compare answers.

**The problem
isn't execution.
It's the illusion
of alignment.**

- X Leaders think they share the same priorities
- X Decisions that never get made
- X Functional agendas that win over enterprise priorities
- X Mixed messages that confuse teams
- X Initiatives that restart instead of scale



**Every executive is making good decisions.
They're just not always the same ones.**

Alignment isn't agreement. It's consistency.

Every executive makes hundreds of decisions every month. The question isn't whether they agreed in the meeting it's whether those decisions still reinforce the same strategy six weeks later.

That's alignment.

When that happens, something changes.



Meetings get shorter.



Decisions stay made.



Managers hear one story.



Teams stop competing for attention.



Leaders spend less time re-explaining strategy.

That's why we created **SPRINT SHOPS**

Eight high-impact leadership interventions that uncover misalignment, resolve the conversations that matter, and leave with decisions the organization can **actually execute**.

That's difference it creates.

	BEFORE SPRINTSHOP		AFTER SPRINTSHOP
	Six versions of the strategy	→	One shared story
	23 priorities	→	Three priorities
	Competing agendas	→	Enterprise decisions
	Reopened decisions	→	Decisions that stay made
	Mixed messages	→	One message to the org

“We've been in a fog for a long time and it just got really clear really quickly.”
-Head of Tax; Fortune 20 Accounting Firm.

Momentum isn't restored by accident.
It's designed.

Why leadership

Most workshops end

**Sprint Shops end with
believe in six**

Hey,
I'm Mel

Every session is designed to help leadership teams answer the questions that matter most:

- *Where are we going?*
- *How will we get there?*
- *How will we work together?*



teams call us.

with agreement.

**decisions people still
weeks later.**

Hey,
I'm Francesca



Because strategy
only moves when
leadership decisions
hold.



THE

SPRENT **SHOPS**



Where Are We Going?

- 1.Strategic Direction
- 2.Annual Planning
- 3.Strategic Reset
- 4.Future of Work

How Will We Get There?

- 5.Team Effectiveness
- 6.Partner Strategy

How Will We Work Together?

- 7.New Leader Assimilation
- 8.Leadership Team Reset

**“Where
are we
going?”**

When leadership teams need to make
decisions everyone can move on.

Strategic Direction

When yesterday's strategy no longer fits tomorrow's business.

Growth. AI. Market disruption. New leadership. Every organization eventually reaches a moment when the old playbook stops working.

The challenge is deciding which future to pursue – and which opportunities to leave behind. Sprint Shops help leadership teams make the strategic choices the rest of the organization can confidently follow.

Best For

- New strategies
- Growth initiatives
- Leadership transitions
- Market disruption
- Major transformation efforts

Typical Questions We Explore

- What opportunities matter most?
- What risks should we be paying attention to?
- What are we trying to become?
- What strategic bets are we making?
- What will define success over the next 1–3 years?

You'll Leave With

- One strategic direction
- Leadership commitment to key priorities
- Clear strategic choices
- Defined ownership and next steps

Annual Planning

When everyone has a plan, but nobody has the same plan.

Annual planning doesn't fail because people don't work hard. It fails when every function leaves with a different interpretation of what matters most. This Sprint Shop helps leadership teams establish shared priorities before budgets, goals, and competing initiatives pull the organization in different directions.

Best For

- Annual planning
- Budget cycles
- Goal setting
- Strategic refreshes
- Leadership offsites

Typical Questions We Explore

- What matters most next year?
- What outcomes are we accountable for?
- Where should resources be invested?
- What won't make the list?
- How do we align across functions?

You'll Leave With

- Enterprise priorities
- Resource decisions
- Cross-functional commitments
- Success measures everyone can rally around

Strategic Reset

When everything feels important, nothing gets the attention it deserves.

Most leadership teams don't need more initiatives. They need fewer decisions competing for attention. Sprint Shops help leaders make the difficult tradeoffs that create focus - and give the organization permission to stop doing what no longer matters.

Best For

- Initiative overload
- Change fatigue
- Leadership overwhelm
- Organizational drift
- Competing priorities
-

Typical Questions We Explore

- What should we stop doing?
- Where are we spreading ourselves too thin?
- What deserves disproportionate attention?
- What is creating the most organizational friction?
- What would create the biggest impact if we focused on it?

You'll Leave With

- Clear priorities
- Strategic tradeoffs
- Decisions the organization can move on
- Leadership alignment

Future of Work

When the organization is changing more slowly than the world around it.

AI isn't just changing technology. It's changing how work gets done, how expertise is built, and where people create value. This Sprint Shop helps leadership teams make practical decisions about how work should evolve before change outpaces the organization.

Best For

- AI adoption
- Workforce transformation
- Capability planning
- Professional services transformation
- Digital transformation initiatives

Typical Questions We Explore

- How is work changing?
- What capabilities will matter most?
- What work should be automated, augmented, or redesigned?
- Where does human judgment remain essential?
- How should we prepare our workforce?

You'll Leave With

- Shared future-state assumptions
- Workforce priorities
- Capability investments
- Leadership actions



**When leadership
teams need
alignment
around strategy,
priorities, and
direction.**

**“How
will we
get
there?”**

When everyone agrees—but the organization still isn't moving.

Team Effectiveness

When the same conversation keeps showing up in different meetings.

Most team challenges aren't personal. They're structural. Unclear ownership, inconsistent decision-making, and competing expectations create friction that slows everyone down. This Sprint Shop helps teams clarify how they'll work so decisions happen faster and accountability becomes easier.

Best For

- Newly formed teams
- Cross-functional teams
- Post-reorganization environments
- Teams needing a reset
- Teams experiencing recurring friction

Typical Questions We Explore

- Who owns what?
- Where do decisions get stuck?
- What expectations are unclear?
- What frustrations keep resurfacing?
- How do we want to work together moving forward?

You'll Leave With

- Clear ownership
- Faster decision-making
- Team operating principles
- Accountability agreements

Partner Strategy

When partners need to make firm decisions – not partner decisions.

Built specifically for accounting, consulting, legal, and advisory firms. Professional services firms succeed when partners make difficult decisions together—not partner by partner. This Sprint Shop creates the space to tackle the conversations firms often postpone, from growth and succession to AI and profitability.

Best For

- Annual partner meetings
- Growth planning
- Succession discussions
- AI transformation
- Strategic pivots

Typical Questions We Explore

- Where will future growth come from?
- How will client expectations change?
- What talent model do we need?
- How will AI reshape our business?
- What conversations are we avoiding?

You'll Leave With

- Shared strategic commitments
- Key firm decisions
- Partner accountability
- Confidence in the path ahead

**“How
will we
work
together?”**

When leadership teams need to
become one leadership team.

New Leader Assimilation

When a new leader has one chance to shape how the team will work.

A new leader has a short window to establish trust, set expectations, and shape how the leadership team works together. This Sprint Shop accelerates that process through honest conversations that create clarity, strengthen relationships, and build momentum from the start.

Best For

- New executives
- New partners
- Internal promotions
- Leadership transitions

Typical Questions We Explore

- What does success look like?
- What concerns need to be addressed?
- What do we need from each other?
- What could get in the way?
- How do we build trust quickly?

You'll Leave With

- Shared expectations
- Trust-building commitments
- Communication agreements
- Faster integration

Leadership Team Reset

When the right team just needs to find its rhythm.

Even high-performing leadership teams drift over time. Decisions slow down. Conversations become less direct. Small frustrations become organizational friction. This Sprint Shop helps leadership teams reset how they communicate, make decisions, and lead together.

Best For

- Leadership team friction
- Executive transitions
- Post-reorganization environments
- Change fatigue
- Teams experiencing recurring conflict

Typical Questions We Explore

- What conversations are we avoiding?
- Where are we operating from different assumptions?
- What tensions are getting in the way?
- How do we want to make decisions moving forward?
- What do we need from each other as leaders?

You'll Leave With

- Faster leadership decisions
- Stronger communication
- Fewer recurring conflicts
- Shared leadership commitments
- Greater trust and accountability

SPRINT **SHOPS**

Choose the depth your challenge requires.

ONE-DAY SPRINT SHOP

For leadership teams that need to make a critical decision, make critical decisions and leave ready to act.

Ideal for:

Strategic resets
Team effectiveness workshops
New leader assimilations
Leadership team resets
Focused planning sessions

Includes:

- ✓ Discovery Survey
- ✓ Lite Customization & Agenda Design
- ✓ 1-Day Facilitated Sprint Shop
- ✓ Executive Alignment Brief
- ✓ 60-Minute Executive Debrief

You'll Leave With:

Clear decisions
Leadership alignment
Defined ownership
Immediate next steps

TWO-DAY SPRINT SHOP

For leadership teams tackling more complex decisions that require alignment, planning, and activation.

Ideal for:

Strategic direction summits
Annual planning summits
Future of work summits
Partner retreats
Transformation planning

Includes:

- ✓ Discovery Survey
- ✓ Lite Customization & Agenda Design
- ✓ 2-Day Facilitated Sprint Shop
- ✓ Executive Alignment Brief
- ✓ 60-Minute Executive Debrief
- ✓ 90-Day Action Roadmap

You'll Leave With:

Leadership commitments
Strategic choices
Clear ownership

Every leadership challenge is different. Your Sprint Shop should be too.

We can tailor the experience before, during, and after the session to match the complexity of your challenge and the voices that need to be part of the conversation.

PRE-WORK

Stakeholder Interviews

Surface competing priorities, hidden concerns, opportunities, and key themes before the session.

Focus Groups

Gather perspectives from managers, employees, or key stakeholder groups to inform the conversation.

Research & Benchmarking

Industry trends, peer benchmarks, market dynamics, and external perspectives relevant to the topic.

Data Synthesis

Review and analysis of existing engagement data, strategic plans, workforce data, assessments, or operating metrics.

POST-WORK

Leadership Decision Brief

Translate workshop outcomes into a leadership-ready recommendation, proposal, or funding request.

Team Operating Playbook

Document team agreements, decision rights, governance structures, and operating norms.

Advisory Support

Ongoing support to help leadership teams maintain momentum and execute against commitments.

Available as:

Hourly advisory

Monthly retainer

Executive coaching

Leadership team advising

Strategic implementation support

What we believe.

Our work is grounded in a few beliefs that guide everything we do.

→ **Organizations don't change because leaders make decisions.**

They change because people believe in them.

→ **If the system doesn't change, the behavior won't either.**

We look at the people, structures, and incentives that shape how work actually get done.

→ **Clarity creates momentum.**

Confusion creates drag.

Our job is to cut through the noise and create the focus teams need to move.

→ **We move fast.**

We don't disappear when the workshop ends.

We design for real-world execution, not just a good day in the room.

→ **Clear. Durable. Human.**

That's how meaningful change lasts.



Some conversations change the next twelve months.

If your leadership team is facing one of them,
let's solve it together.



SpringShops™

Strategy

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Podcast

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