You can't fix what you can't see.

Your reports tell you what should be happening. I tell you what is.

SOUND FAMILIAR?

- Too much of this place runs through one person.
- My best hands became supervisors and they are struggling as bosses.
- What I hear in the office isn't what's happening in the field.

None of it shows up on a report. It shows up as rework, as turnover in the roles you can least afford to lose, and as decisions made on stale information.

THIS HAS BEEN MEASURED

70%
Of the variance in team engagement is accounted for by the manager.
GALLUP, 2015

51%
More responsibilities than the average manager can effectively manage.
GARTNER, 2023

42%
Of frontline workers say leadership understands their challenges. Two years ago, 62%.
DAYFORCE, 2026

One in two employees have left a job to get away from their manager. Nobody is promoted into that job wanting to be the reason, and almost nobody is taught how not to be.

I go where the work happens.

A week inside one operation. Private conversations at every level, from the newest hire to the person running it. Then a written report with priorities, owners and timeframes, and a debrief with your leadership. One assessor start to finish, and nothing to sell you afterwards.

EXPERIENCE

Delivered for **Select Water Solutions** and **Florida Energy Services**.

Findings and the people named in them stay confidential. Both companies agreed to be named.

What would I find in your operation?

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ONE CONVERSATION · NO PITCH