

How we'll work together.

One clear process for individuals and organizations alike.

I've spent thirty years building companies and consulting for names like **Google, HP, Nike, Burton, and Facebook**, plus fourteen years helping grow **Sandals Church** past 40,000 people a week. But it has always come down to people. I work with founders scaling something, senior leaders in a hard season or a transition, and pastors and teams carrying real weight. I'm relational by nature: I want to know you and be known in return, because the honest conversations that actually change things only happen once there's real trust.

THE FOUR STEPS

01 **DISCOVER GET HONEST ABOUT WHERE THINGS REALLY ARE.**

For an individual, that means assessments, a few weeks of journaling, a 360 from the people around them, and a straight read on their character and calling. For an organization, it means naming the real situation: what's working, what's stuck, and what the plan has to solve. It's also where you and I start to know each other, which matters as much as the data.

02 **PLAN BUILD ONE CLEAR PLAN AROUND WHAT WE FOUND.**

For a person, that's a development plan with phases, measurable goals, and gates they earn before moving on. For a team, it might be an A3, built around targets, owners, dates, and the actions to hit them. The tool changes with the client; the discipline behind it doesn't.

03 **EXECUTE WORK THE PLAN ON A RHYTHM WE AGREE TO UP FRONT.**

Weekly, every other week, or monthly, agreed at the start so no one drifts. Every session we go through the action items, the goals against their measures, what's stuck and what's moving, and we update the plan as things change. Most engagements run across several months to a year; real change isn't a quick fix, and these candid conversations are where most of it happens.

04 **REVIEW LOOK BACK AT THE WHOLE ENGAGEMENT TOGETHER.**

What got done and what didn't, what worked between us, and an honest read from both sides, including whether it's worth continuing. Straight, either way. Done well, you walk away with real, visible change in how you lead and in what actually got built, the kind that outlasts our time together.

HOW I WORK

I'm relational by wiring and by faith. God gave me a heart to see the best in people and to assume the best of them. I want to know you and be known in return, with authenticity and transparency running both ways. I try to hold this work as **a stewardship rather than a transaction**. My hope is to be genuinely useful to the people I walk with, and to give them my honest best for as long as I'm the right one to help.

"Dan sees what you can't see about your own leadership, then hands you the tools and roadmap to grow into it."

JOE SADLER · FOUNDER & CREATIVE DIRECTOR, THE 11 AGENCY

Let's talk.

If you want to change something, and you want a partner who'll be real with you, let's talk. No pitch, just an honest conversation about what you're building, fixing, or scaling, and whether we're the right fit for each other.

BOOK A CALL →
danzimbardi.com