

# Individual Challenges

1

## **Work-Life Integration & Burnout:**

Individuals are struggling to maintain healthy boundaries between their demanding professional roles and personal lives, leading to chronic stress, sleep deprivation, and emotional exhaustion.

2

## **Tactical Overload vs. Strategic Focus:**

Professionals are trapped in the "weeds" of daily execution, wearing too many hats and battling competing distractions, which severely limits their capacity to focus on high-level business strategy.

3

## **Imposter Syndrome & Self-Advocacy:**

There is a pervasive struggle with self-confidence and a fear of judgment, preventing individuals from speaking up, setting boundaries, and untangling their self-worth from their professional output.

Discuss and document your answers on the large paper at your table.



# Team Challenges

1

## **Asymmetrical Workloads & Ownership:**

Teams are experiencing friction due to an imbalance in dedication and accountability, where a few members carry the heavy lifting while others fail to take initiative or ownership of their outcomes.

2

## **Interpersonal Friction & Psychological Safety:**

Collaboration is being hindered by clashing egos, generational divides, and unproductive meetings that lack the necessary space or trust for everyone to share their perspectives openly.

3

## **Bottlenecked Leadership & Micromanagement:**

Team autonomy is being stifled by a "do it myself" mentality and a reluctance from founders or managers to relinquish control, resulting in vague directives and a lack of true delegation.

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# Organizational Challenges

1

## **Macro-Economic & External Pressures:**

The organization is highly vulnerable to uncontrollable external forces, such as geopolitical instability, inflation, rising travel costs, and industry-wide commission cuts, that are squeezing tight budgets and preventing necessary cost-of-living adjustments.

2

## **Institutional Inertia & Inefficient Systems:**

Progress is being bogged down by a legacy "old school" mindset, bureaucratic red tape, and an over-reliance on antiquated tools (like excessive spreadsheets), which prevents the agile adoption of modern, standardized operations.

3

## **Executive Disconnect & Structural Silos:**

There is a deep divide between out-of-touch leadership making decisions without frontline context and the overburdened, under-supported staff struggling with a lack of cross-departmental communication and accountability.

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