



DANCE
STUDIO
OWNERS
INNER
CIRCLE

CEO EDGE CALL

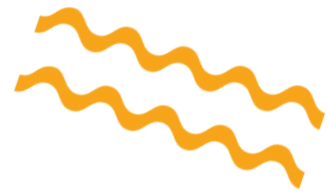
THE TRUST ARCHITECTURE

HOW CEOS BUILD TEAMS THEY CAN ACTUALLY LET GO OF



The Real Question

DELEGATION ISN'T THE PROBLEM. TRUST IS.

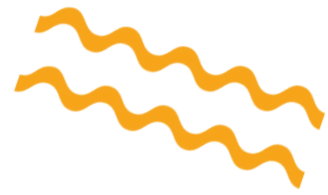


Prompt:

Where do I hesitate to let go — even when I “should”?

The Emotional Truth

DELEGATION ISN'T LOGICAL. IT'S EMOTIONAL



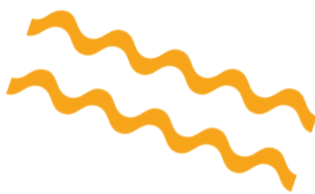
Prompt:

What emotion comes up when I think about releasing control?

- Fear
- Identity
- Perfection
- Past failure

Alignment Before Assignment

TRUST LIVES IN OVERLAP.



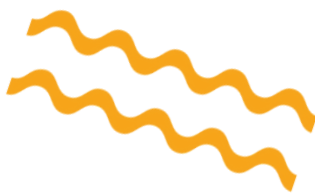
Write:

Prompt	Response
What am I building long term?	
What does my key team member want long term?	
Where do these overlap?	
Where don't they?	

(No fixing yet. Just clarity.)

Strength Before Structure

PEOPLE COME TO WORK TO SHINE.

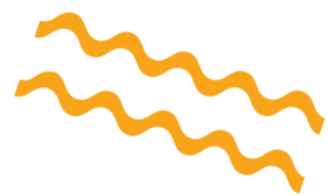


Write:

Prompt	Response
Who on my team feels underutilized?	
Who feels overwhelmed?	
Where might the role—not the person—be the problem?	

Friction Before Fragility

SILENCE KILLS TRUST FASTER THAN MISTAKES.

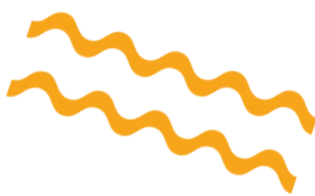


Write:

Prompt	Response
How do I respond internally when someone disagrees with me?	
Do I explain, defend, or get curious?	
Who might be holding back honesty with me right now?	

Risk Before Results

TRUST MEANS WEIGHT.

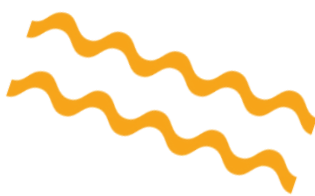


Write:

Prompt	Response
What decision or responsibility am I still holding?	
What's the worst realistic outcome if I let it go?	
Is that outcome survivable?	

Identity Check

CONTROL FEELS SAFE. TRUST FEELS RISKY.

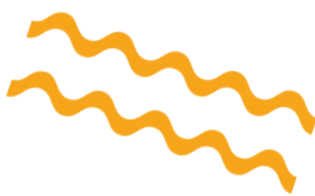


Answer Honestly:

Prompt	Response
If I weren't needed for everything, who would I be as a leader?	
What part of my identity is tied to being indispensable?	

The Gap (Core Exercise)

CONTROL FEELS SAFE. TRUST FEELS RISKY.



Finish these sentences:

Prompt	Response
If I fully trusted my team, I would...	
What I'm afraid would happen is...	

CEO Growth Edge

THE GAP BETWEEN THOSE TWO ANSWERS IS YOUR EDGE.

- Trust must be modeled before it's returned.
- Freedom businesses require trust-based leadership.

COMMIT:

One thing I will release this quarter:

