

The Relational Alignment Protocol (RAP)TM

For leaders who are tired of carrying a difficult working relationship, and want a better way to talk, decide and lead together.

The cost nobody talks about

When a key relationship is strained, you feel it everywhere. Decisions take longer. Conversations get careful. The work starts to drift, and you can't always say why.

If you lead on your own, it looks different: the isolation, the blind spots, the stress that quietly lands on your team. I call it the **relational tax**. Most leaders pay it for years before anyone names it. RAPTM is how we name it, and then start to bring it down.

This is coaching, not clinical treatment. I bring behavioural psychology and a practical understanding of how businesses run, and we work on how you communicate and how you respond under pressure.

Three areas we work on

01

Inner Architecture

For the leader on their own

Leading can be lonely. We look at your blind spots, the triggers that catch you off guard, and how you hold your emotions in the room. Practical Cognitive Behavioural tools keep your stress from landing on your team.

02

The Co-Founder Bridge

For people leading together

Most partners don't need more strategy. They need a better way to talk. Drawing on Gottman's research into what helps relationships last, we replace contempt, defensiveness and shutting down with honest, steady conversation.

03

The Systemic Shield

For when work and home overlap

Run a family firm, or work alongside your partner, and work and home bleed together. We draw clear lines between them, so a hard day at the office doesn't follow you home. Vital when equity or succession is in play.

How we work together

Four steps, taken at a pace that suits you.

STEP 1

The Relational Audit

We start by listening. Together we map what is really going on: the triggers, the gaps in communication, and where the friction shows up in the work.

STEP 2

The Communication Reset

We lower the temperature. Using a simple, structured way of stepping out of conflict, we calm what feels tense so you can talk properly again.

STEP 3

The Strategic Playbook

We agree how you'll work. Who owns what, where the boundaries sit and how you'll hold each other accountable. We put it in writing.

STEP 4

Relational Mastery

We make it last. Regular check-ins on the health of the relationship, and clear, shared measures of how well you're working together.

Find your track

Solo founders and senior leaders

Build the emotional intelligence and thinking tools to lead through pressure, without it spilling onto your team and your culture.

Co-founders and business partners

Work through vision drift, divide responsibilities fairly, and take the sting out of equity tension and clashing egos.

Professional service partners

Build honest accountability between peers, and handle equity changes, senior transitions and succession with clarity rather than heat.

Copreneurs and family businesses

Set firm boundaries between work and home, so the relationship survives and the business still performs.



YOUR NEXT STEP

Let's start with an honest conversation.

The first step is a confidential Relational Alignment Audit. We'll talk through what is happening, where it's costing you, and whether this work is right for you.

If it isn't the right fit, I'll tell you plainly.

[SCHEDULE YOUR CONFIDENTIAL AUDIT](#)

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