



Emotional Infrastructure Installation Program

A 90-Day Nervous-System Aware Organizational Consulting Framework for Arizona, Montana, and Beyond

What Is Emotional Infrastructure?

Emotional Infrastructure is the foundation that helps teams communicate clearly, stay grounded under pressure, and work together with stability and confidence. It's the emotional operating system most organizations have never been taught to build.

This is **not therapy**.

This is **not an EAP**.

This is **not clinical care**.

It is a **nervous-system aware, human-centered consulting program** that strengthens communication, leadership, and team culture in practical, everyday ways.

Who This Is For

Organizations in Arizona's East Valley and Montana's Bitterroot + Missoula region who want healthier communication, steadier leadership, and more resilient teams and who are ready to identify old company patterns and install new, predictable systems that support clarity and connection without clinical services.

Common challenges we help solve:

- High turnover
- Communication breakdown
- Leadership overwhelm
- Emotional reactivity



- Burnout and disengagement
- Team conflict
- Customer-facing emotional labor
- Family stress spillover
- Lack of emotional systems or SOPs

Industries We Serve

Arizona (East Valley& beyond)

- Construction & trades
- Real estate teams
- Assisted living & senior care
- Schools & charter networks
- Churches & faith-based organizations
- Hospitality & customer-facing teams
- Healthcare support staff

Montana (Missoula + Bitterroot Valley)

- Healthcare support staff
- Assisted living & senior care
- Construction & trades
- Schools (Florence, Stevensville, Victor, Hamilton)
- Faith-based organizations
- Hospitality + tourism



- Nonprofits
- Family-owned businesses

These industries rely heavily on people — and people rely on their nervous systems. When stress rises, communication and performance fall. We help organizations bridge that gap.

The 90-Day Emotional Infrastructure Installation Program

Phase 1 — Assessment & Emotional Mapping (Weeks 1–3)

We begin with a clear, non-clinical understanding of your organization’s emotional landscape.

Deliverables:

- Leadership interviews
- Team emotional culture assessment
- Burnout risk scoring
- Communication pattern analysis
- Emotional workflow mapping
- Identification of organizational “pressure points”

Outcome:

A customized Emotional Infrastructure Blueprint tailored to your team.

Phase 2 — System Installation (Weeks 4–10)

This is where we install the nervous-system aware systems your team has been missing.

Modules Installed:



1. **Nervous-System Aware Communication Protocols**

Tools that help teams communicate clearly, even under stress.

2. **Emotional Escalation SOPs**

Step-by-step processes for handling emotional intensity in the workplace.

3. **Burnout Prevention System**

Practical tools that help teams complete stress cycles and stay regulated.

4. **Nervous-System Aware Leadership Training**

Helping leaders stay grounded, steady, and effective.

5. **Team Emotional Skills Workshops**

Real-world emotional literacy and communication skills.

6. **Family-Systems Support Tools (Optional)**

Simple, practical tools employees can use at home to reduce emotional spillover.

Outcome:

Your organization receives a complete emotional operating system.

Phase 3 — Stabilization & Maintenance Setup (Weeks 11–12)

We ensure your new systems are sustainable, practical, and easy to use.

Deliverables:

- Emotional Infrastructure Handbook
- Updated SOPs
- Leadership scripts
- Team communication templates
- Burnout monitoring tools



- Monthly maintenance plan

Outcome:

Your team is ready for long-term emotional stability and growth.

What's Included

- 90-day consulting engagement
 - Weekly workshops or trainings
 - Leadership coaching (non-clinical)
 - Nervous-system aware systems design
 - SOP creation
 - Team communication tools
 - Burnout prevention framework
 - Emotional culture assessment
 - End-of-program handbook
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Investment (Mid-Tier Pricing)

Arizona (East Valley)

\$5,500 – \$12,000 for installation

\$1,000 – \$3,000/mo for maintenance

Montana (Missoula + Bitterroot Valley)

\$4,000 – \$10,000 for installation

\$750 – \$2,500/mo for maintenance

Pricing varies by company size, complexity, and number of teams.

Meet the Emotional Infrastructure Team

Shannon Winters — Founder & Lead Consultant

Specializing in nervous-system aware systems, emotional culture design, and leadership communication.

Coach Kim Adams — Emotional Skills & Regulation Specialist

Expert in emotional literacy, communication training, and women-centered leadership development.

Coach Jodi Stephenson — Education & Accountability Specialist

Focused on school systems, executive functioning, and team accountability frameworks.

Together, we bring a three-pillar approach that blends structure, emotional intelligence, and practical tools.



Built for Expansion

This program is designed to scale from local to global.

Current Regions

- Arizona (East Valley)
- Montana (Missoula + Bitterroot Valley)

Future Expansion

- Idaho
- Utah
- Colorado
- Washington
- National rollout
- International certification

Your Emotional Infrastructure framework becomes a model for emotionally healthy workplaces everywhere.

Why Organizations Choose Emotional Infrastructure

Because they're tired of:

- Band-aid solutions
- Burnout cycles
- Communication breakdown
- Leadership overwhelm



- High turnover
- Emotional chaos

And they're ready for:

- Stability
- Clarity
- Nervous-system aware communication
- Grounded leadership
- Healthy team culture
- Sustainable performance

This program gives them the systems they've been missing.