

Emotional Ecosystem Diagnostic & Stabilisation Pilot

8

WEEKS

An eight-week, fixed-scope engagement designed to make hidden emotional pressure visible, test targeted responses and give leadership a practical 30-90-day roadmap.

EXECUTIVE PURPOSE

Help leadership understand where pressure may be affecting people, service and the wider environment - and determine what practical action should follow.

The pilot applies the Emotional Ecosystem Framework, the 5P Pressure Map and Observe -> Identify -> Regulate -> Stabilise within one clearly defined operational setting.

WHEN THE PILOT MAY BE RELEVANT The pilot is relevant when leadership is noticing repeated complaints, inconsistent responses, difficult handovers, staff fatigue, avoidable escalation or friction between teams and service touchpoints. Its purpose is to establish what the evidence is showing before larger solutions are selected.	WHO THE PILOT IS FOR ● Premium residential developments and branded residences ● Hotel residences and hospitality environments ● One resident- or guest-facing team, or a closely connected group ● Settings with several apparently separate issues that may form one connected pressure pattern
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THE METHOD APPLIED

The framework shows where to look. The 5P Pressure Map structures the evidence. The four-stage process moves the engagement from insight to practical action.

Pressure Signs What is becoming visible?	Pressure Sources What may be generating it?	Pressure Spread How and where is it travelling?	Protective Factors What is already supporting stability?	Practical Supports What could be strengthened or changed?
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WHAT MAKES THIS DIFFERENT

● Diagnosis before activity The engagement begins with evidence, not a predetermined programme.	● One connected method It links people, service and environment through one framework, map and process.	● Focused response It tests no more than three initial responses and reviews early adoption.
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PILOT AT A GLANCE

DURATION Eight weeks	DEFINED SCOPE One site and one defined team or connected group	CLIENT SPONSORSHIP One named senior sponsor with agreed access and boundaries
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Understand the condition. Test the response.

Clarify what happens next.

The core client process is Observe -> Identify -> Regulate -> Stabilise. The pilot adds alignment at the beginning and measurement and advice at the end.

01 ALIGN WEEK 1 Agree the concern, objectives, scope, evidence, confidentiality, sponsorship and escalation routes.	02 OBSERVE WEEKS 2-3 Gather relevant operational, leadership, staff and resident or guest evidence from the defined environment.	03 IDENTIFY WEEK 4 Apply the framework and 5P Pressure Map to establish priority patterns and protective factors.
04 REGULATE WEEKS 5-6 Agree and test no more than three targeted practical responses based on the evidence.	05 STABILISE WEEK 7 Review adoption, barriers and what is helping, then clarify responsibility and ownership.	06 MEASURE & ADVISE WEEK 8 Review early movement, brief leadership and provide a practical 30-90-day roadmap.
THE ORGANISATION CONTRIBUTES - One named senior sponsor - Access to one defined site, team or connected group - Agreed evidence sources and appropriate stakeholder access - Clear confidentiality and escalation arrangements - Support for testing the selected responses		LEADERSHIP RECEIVES - Leadership Alignment Summary - Priority 5P Pressure Map - Targeted Stabilisation Plan - Emotional Environment Report - Executive briefing and early measurement summary - Practical 30-90-day roadmap
THE PILOT IS DESIGNED TO - Make repeated pressure patterns more visible - Identify contributing conditions and protective factors - Test a small number of proportionate responses - Clarify priorities, ownership and next steps		THE PILOT DOES NOT PROMISE - To eliminate all pressure, complaints or conflict - Clinical diagnosis, therapy or an individual performance investigation - To replace HR, safeguarding, grievance or disciplinary procedures - A predetermined commercial or behavioural result
After the pilot Leadership receives a recommendation to continue, refine, expand or close the work. Any further engagement is discussed separately; there is no requirement to continue.		DISCUSS WHETHER THE PILOT FITS YOUR ENVIRONMENT sabina@sabinacamacho.com sabinacamacho.com LinkedIn: Sabina Camacho