

Your strongest people are carrying more than you can see.

Leadership Workshops for teams navigating growth, burnout, and complexity – without throwing another pizza or ice cream party.

45-60 min Keynote 90-120 min interactive Workshop Customized to your organization

THE PROBLEM MOST TEAMS AREN'T NAMING

Somewhere along the way, your most reliable people became responsible for everything no one else was handling. At first, it looks like dedication. Then performance starts slipping, communication gets weird, and good people quietly check out. Most organizations don't see it because it becomes normal. It appears as slower execution, quieter exits, and growing pressure on the people you can least afford to lose.

*“The cost of invisible labor is always paid
by your most capable people.”*

LEADERSHIP SERIES

● Breaking the Overwhelm Loop

Your most capable people rarely complain. They absorb, adapt, and keep going ... right up until they don't. By the time it shows, it's already expensive.

Best if you're seeing: Retention concerns, burnout risk, or over-reliance on your most capable people.

● Lead Like a Web

Most team friction isn't caused by bad people. It's caused by unclear communication, competing priorities, and assumptions nobody realized they were making.

Best if you're seeing: Silos, miscommunication, or friction across functions

● Scope Before Scale

When teams grow fast, roles get blurry quick. Good people say yes to everything because the org hasn't caught up to itself yet. Nobody calls it scope creep – they call it the job.

Best if you're seeing: Rapid growth, unclear roles, or overwhelmed managers

WHERE MOST ORGANIZATIONS START

Not sure which session fits? Start here.

Retention or burnout concerns

Breaking the Overwhelm Loop

Cross-team friction

Lead Like a Web

Growth outpacing structure

Scope Before Scale

ABOUT KAT ROGERS

Kat Rogers is the founder of Mariposa Mastermind and works with organizations that are trying to grow without burning out the people holding it all together. Her background spans film production, financial advising, and leadership facilitation — all fields where pressure, performance, and invisible workload do the same damage. People leave her feeling challenged, relieved, and finally able to name what's been happening.

WHO'S IN THE ROOM

People Managers

Trying to be a good leader while doing too much themselves.

Cross-functional Teams

Dealing with competing priorities and unclear ownership.

HR & People Leaders

Looking for practical tools, not another morale campaign.

Senior Leadership

Grounding leadership culture in something concrete.

Schedule a Call

Let's figure out what your team actually needs.

Schedule a 30-minute Leadership Session Fit Call • No pressure • Just a real conversation

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