

## THAT 1 PAINTER | 5-PERSON REGIONAL LEADERSHIP TEAM

From Miscommunication & Leadership Friction to Measurable Culture Stability in 90 Days



### EXECUTIVE SUMMARY

#### That 1 Painter Reduced Conflict Impact by 75% in 90 Days

That 1 Painter implemented SPB-T to resolve miscommunication, role confusion, and leadership friction. Within three weeks, morale increased 29% and collaboration improved 12%. At 90 days, conflict impact dropped 75%, leadership confidence stabilized at 10/10, and hiring alignment strengthened.

### THE CHALLENGE

The leadership team was experiencing:

- Frustration around communication
- Unclear role expectations
- Internal conflict affecting productivity
- Leadership strain adapting to different working styles
- No structured system guiding communication, hiring, or leadership alignment

**The goal:** increase engagement and provide clearer support and direction.

### THE SOLUTION

The team implemented SPB-T to introduce:

- Individual team insights
- A team dynamics blueprint
- Applied communication strategies
- A leadership guide
- A hiring alignment framework

The leader actively implemented communication recommendations and integrated SPB into hiring decisions.

### WHY IT WORKED

SPB-T introduced a structured personality intelligence framework that recalibrated how the team:

- Interprets working styles
- Communicates under pressure
- Makes hiring decisions
- Aligns roles to strengths
- Supports leadership adaptability

The result was both immediate lift and sustained structural improvement.

### CONCLUSION

SPB-T moved this team from reactive conflict management to measurable operational stability — delivering both immediate lift and sustained performance alignment.

### RESULTS AT A GLANCE

#### Early Impact (Within 3 Weeks)

- **+29% improvement in morale & engagement** (7/10 → 9/10)
- **+12% boost in collaboration** (8/10 → 9/10)
- **10/10 leadership confidence**
- *“Patience and clear communication.”*

#### Sustained Impact (At 90 Days)

- **75% reduction in conflict impact** (8/10 → 2/10)
- **9/10** communication clarity
- **10/10** sustained leadership confidence
- **10/10 retention confidence**
- **8/10** confidence in new hire alignment

#### Business Impact

SPB-T delivered measurable operational stability:

- Reduced productivity loss from conflict
- Increased leadership decisiveness
- Improved hiring and retention alignment
- Established a repeatable team performance framework

*Results from That 1 Painter pilot team, measured via pre- and post-SPB-T surveys at 3 weeks and 90 days.*



*“SPB-T helped me weed out non-supportive team members and hire new roles that fit into team dynamics and culture goals.”*

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