

JOHN LITTLE

PERFORMANCE ARCHITECT

ERG PROFESSIONAL DEVELOPMENT SERIES

A modular curriculum designed to elevate high-potential talent through strategic performance architecture.

<p>01. The Internal Game Naming, Taming, and Reframing Self-Doubt</p> <p>Moving beyond 'fake it til you make it' to authentic confidence. We explore how high-performers process doubt not as a weakness, but as data.</p>	<p>02. Professional Presence Architecting Your Reputation</p> <p>How to curate your professional identity so you are mentioned in rooms you aren't in. Moving from being 'known for your job' to being 'known for your value.'</p>
<p>03. The Trust Equation Communication that Builds Capital</p> <p>Mastering high-stakes communication, feedback loops, and how to build 'trust capital' with stakeholders before you need to spend it.</p>	<p>04. Influence Without Authority Leading from the Middle</p> <p>How to drive change and rally support when you don't have the formal title. Essential skills for ERG leaders and emerging executives.</p>
<p>05. The Sponsorship Shift From Mentorship to Sponsorship</p> <p>The critical difference between advice (mentorship) and advocacy (sponsorship)—and the specific behaviors that earn you political capital.</p>	<p>06. Sustainable Performance High Performance without Burnout</p> <p>Managing energy, setting strategic boundaries, and the 'Performance Architect' approach to longevity in high-pressure environments.</p>

ABOUT JOHN LITTLE

John Little is a Performance Architect who advises business owners and senior executives on high-stakes leadership, organizational change, and strategic clarity. Previously serving as the Global Director for Diversity, Equity, and Inclusion at Greystar Real Estate Partners, he brings over 25 years of experience across real estate, technology, and nonprofits. He helps leaders navigate complex people dynamics and decision-making without creating unnecessary

risk.

Available as standalone keynotes or a comprehensive cohort series.

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