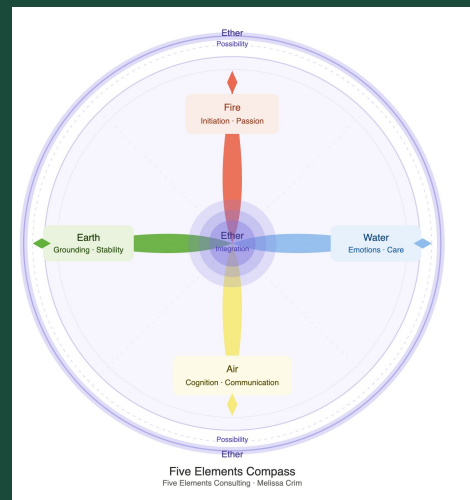


CRISIS COMPASS

Preparedness · Leadership · Resilience

Melissa Crim & Melanie Weller

Fiveelementsconsulting.com



The organizations that navigate difficulty with the most integrity are the ones that prepared before it arrived — and invested in their people after. Crisis Compass works with leaders, managers, and teams on the human terrain that determines how an organization and individuals show up on a day-to-day basis, and when it matters most.

What we offer

Five Elements Readiness Assessment

Our foundational diagnostic. We map your organization's terrain across five domains — initiation, emotions, grounding, cognition, and integration — and deliver a written readiness report with scored findings and prioritized recommendations. The report becomes the shared language for everything that follows.

How it's delivered

On-site or virtual · 1–2-week engagement · includes full debrief session with leadership

Leadership Development Training

Structured programs for executives, senior leaders, and department heads built around the Five Elements framework. We develop the capacity to lead before pressure arrives — not just respond to it when it does. Curriculum is customized to your organization's terrain, culture, and specific leadership challenges.

How it's delivered

On-site preferred · multi-session format · can be delivered as intensive or spread across weeks

Manager & HR Training Programs

Designed for the people in the middle — managers, team leads, HR professionals — who hold culture in their hands every day. We train for the moments that aren't in the handbook: how to recognize early signs of team distress, how to communicate during uncertainty, and how to support people after something difficult.

How it's delivered

On-site or virtual · half-day or full-day format · scalable across multiple sites or teams

On-Site Workshops

Immersive, facilitated sessions designed for teams, departments, or cross-functional groups. Workshops are built around real organizational dynamics — not generic content. We come to you, learn your environment, and deliver an experience that creates lasting shifts in how your people work and lead together.

How it's delivered

On-site · we travel anywhere · single-day or multi-day · custom agenda developed in advance

Post-Crisis Recovery Support

When something difficult has already happened, the work is different. We help organizations process what occurred, tend to the people most affected, and rebuild the trust and stability that makes forward movement possible. This is not a debrief. It is a structured, human-centered recovery process.

How it's delivered

On-site or virtual · begins within days of the event · timeline determined by organizational need

Ongoing Retainer & Consulting

For organizations that want a sustained partnership, our retainer model provides regular access to both Melissa and Melanie — for check-ins, emerging situations, leadership questions, and ongoing development. Think of it as having a trusted advisor on call who knows your terrain deeply.

How it's delivered

Monthly or quarterly engagement · virtual-first with scheduled on-site visits · flexible scope

Speaking Engagements & Keynotes

Melissa and Melanie speak to organizations, leadership teams, industry groups, and conferences on preparedness, resilience, organizational terrain, and the human side of crisis. Keynotes are tailored to the audience and grounded in real stories and the Five Elements framework.

How it's delivered

In-person or virtual · 30 minutes to half-day format · available as a standalone event or as part of a broader engagement · we travel anywhere

How we work

01

We learn your terrain first

Every organization is different. We begin by understanding yours — your structure, your culture, your history, and what you're navigating right now.

02

We work alongside your people

Our work happens with your leaders and teams, not at them. We facilitate, coach, and consult in ways that build internal capacity — not dependency.

03

We leave something lasting

Every engagement produces a tangible output — a report, a trained team, a shared framework — so the work continues long after we leave.

Delivery & availability

On-site or virtual

We deliver all services both in-person and virtually. On-site is preferred for assessments and workshops — being in the room matters. Virtual is available for coaching, retainers, and training programs.

We travel anywhere

Melissa and Melanie are based in Nashville, Tennessee and New Orleans, Louisiana and are licensed 7 additional states. We travel to any location — nationally and internationally — for on-site engagements.

Fixed fee, clear scope

Every engagement is scoped and priced in advance. No open-ended billing. You know exactly what you're getting and what it costs before we begin.

Ready to talk?

The best place to start is a 30-minute conversation. We'll listen more than we talk, and you'll leave with a clear sense of whether this is the right fit.

Melissa Crim, M.Ed., LICENSED PROFESSIONAL COUNSELOR

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