



How to Use the RHINO Roadblocks™ Framework

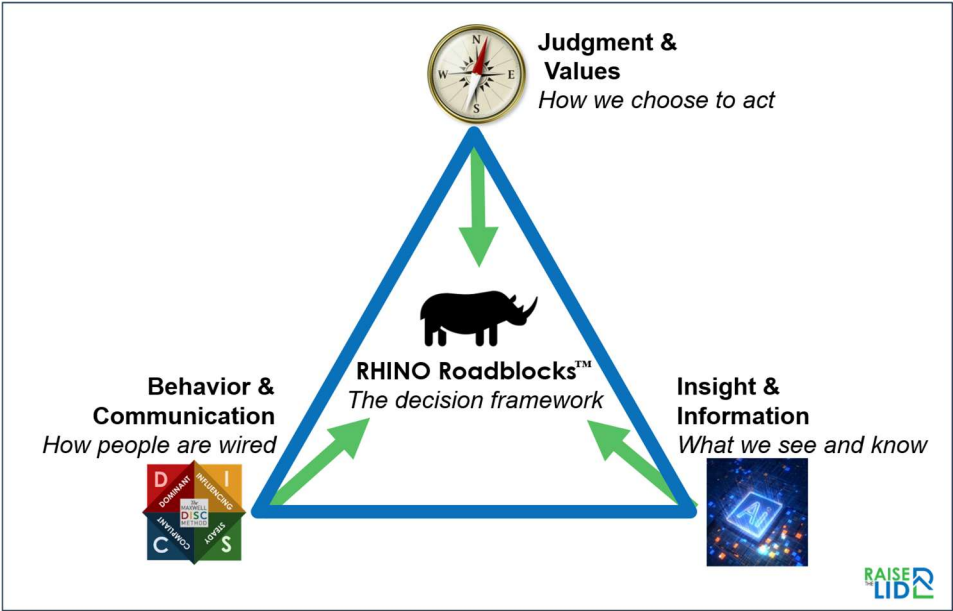
As you work through the **RHINO Roadblocks Framework**, it's important to recognize that every roadblock is experienced through multiple lenses.

- Our values - formed by experience, character, and deeply held beliefs - guide the judgment we exercise when choosing how to move forward.
- Communication styles influence how people perceive urgency, risk, and options.
- Technology, including AI, shapes what information we see and how quickly we see it.

RHINO provides a consistent structure for navigating obstacles, while these lenses shape how the framework is applied in real-world situations.

Effective leadership requires awareness of all three, ensuring decisions are not only informed and efficient, but wise, grounded, and human-centered.

Leading Through Roadblocks Requires More Than a Framework



RHINO Roadblocks™ Reflection Sheet

Identify Your Leadership Roadblock

1. What obstacle are you (or your team) facing right now?
(Describe the situation in 2–3 sentences.)

2. What do you think the “real barrier” might be?
(Root cause guesses, gut feel, frustration points.)

3. How is this roadblock affecting you (or your team)?
(Momentum? Morale? Results?)

4. What emotions or behaviors are showing up because of this obstacle?
(Hesitation? Pressure? Bottlenecks? Avoidance?)

RHINO Roadblocks™ Decision Worksheet

Work through the obstacle using the five steps

R - Recognize the Real Barrier: *What is truly causing the issue?
(Use the 5 Whys if needed.)*

H - Honor Constraints & Risk: *What risks/constraints must be respected?
(Timing, resources, regulations, safety, capacity.)*

I - Involve the Right People: *Who must be included to solve this wisely?
(Stakeholders, cross-functional partners, advisors.)*

N - Navigate Options Wisely: *List 3–5 possible ways forward.*

1. _____
2. _____
3. _____
4. _____
5. _____

Which option is the smartest—not just the fastest? Why?

O - Own the Advance

Decision: _____

Action: _____

Timeline: _____

Cross-Functional Alignment Map

Ensure the right people are involved at the right time

Roadblock / Challenge Being Addressed:

Departments / People Impacted:

- _____
- _____
- _____

Who needs to be informed? *(Awareness only)*

- _____
- _____

Who needs to be consulted? *(Input required)*

- _____
- _____

Who needs to collaborate? *(Shared responsibility)*

- _____
- _____

Who owns the decision? *(Final call / executive ownership)*

- _____

Cross-Functional Alignment Matrix

Department	Person	Informed?	Consulted?	Collaborate?

“Own the Advance” Action Plan

Turn clarity into forward momentum

1. What window of opportunity is open right now?

2. What momentum needs to be re-ignited?

3. What decisions must be made in the next 7 days?

4. What communication is needed so the team moves together?

5. What does success look like 30 days from now?

6. What support do you need (people, tools, authority)?