

# ARUDIA LEADERSHIP & MANAGEMENT ACADEMY

Winter 2026 Core Training: February - March  
Spring 2026 Core Training: May - June  
Fall 2026 Core Training: October - November  
Private Core Training Available



# Arudia Leadership & Management Academy Overview

Do you want to be better equipped to lead, manage teams, and deal with the challenges of your job?

The Arudia Leadership & Management Academy will transform your ability to lead, manage, and collaborate, all while building valuable skills for your professional development, resilience, and performance.

We have delivered the Academy content for over a decade and know it works. Whether you are a new manager wanting to excel in your new responsibilities, an experienced leader looking to hone your skills, or a young professional who wants to build their potential, the Academy will provide you with high-value learning opportunities to become the best leader you can be.

This course will empower you to amplify your resilience, objectivity, and awareness of self and others as you learn actionable approaches to people problems. Our content includes a number of psychometric assessments to help you better understand yourself and others, and will equip you with the tools you need to succeed.



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## The Academy Breakdown

Who's it for?



Individuals



Organizations



Teams

# What is it?



10.5 Hours of  
Core Training

+



12 Months of Power  
Skills Training

+



Three Months of  
Unlimited Individual  
Coaching; Optional 360-  
Degree Assessment

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## Customize Your Learning Experience



### OPTION 1

#### CORE TRAINING SESSIONS

- How to Make Sense of, Navigate, and Manage Your Team
- How to Be a More Effective, Resilient, and Adaptive Leader
- C-Suite Communication Skills for Everyone
- Coach Like A CEO

COST \$2,700

EARN A CERTIFICATE IN MANAGEMENT EXCELLENCE

Core Training Schedule Pages 10-12

## OPTION 2

### CORE TRAINING SESSIONS

- How to Make Sense of, Navigate, and Manage Your Team
- How to Be a More Effective, Resilient, and Adaptive Leader
- C-Suite Communication Skills for Everyone
- Coach Like A CEO

### ALL ACCESS PASS

- Power Skills Webinars
- Companion Webinars to Develop Your Team
- On-Demand Courses

COST \$3,600

EARN CERTIFICATES IN MANAGEMENT AND LEADERSHIP EXCELLENCE

Core Training Schedule Pages 10-12



## OPTION 3

### CORE TRAINING SESSIONS

- How to Make Sense of, Navigate, and Manage Your Team
- How to Be a More Effective, Resilient, and Adaptive Leader
- C-Suite Communication Skills for Everyone
- Coach Like A CEO

### ALL ACCESS PASS

- Power Skills Webinars
- Companion Webinars to Develop Your Team
- On-Demand Courses

### THREE MONTHS OF UNLIMITED INDIVIDUAL COACHING

With the Arudia Core Training as a powerful foundation, coaching will get you the immediate upgrades in confidence, performance, and wellbeing that you are looking for. Other typical outcomes of coaching:

- Being a true leader
- Communicating more powerfully and effectively
- Team gets better results
- Promotion and raise
- New opportunities

COST \$6,800

Optional 360-Degree Assessment add \$500

EARN CERTIFICATES IN MANAGEMENT AND LEADERSHIP EXCELLENCE

Core Training Schedule Pages 10-12

## Academy Structure

**Core Training in Leadership & Managerial Excellence:** 10.5 hours of interactive training and development delivered in 1.5-hour sessions over seven weeks or three 3.5-hour sessions over three weeks. Each participant takes the Kirton Adaption-Innovation Inventory and the Actualized Leader Profile, and receives a hard copy of Arudia's own *The Workplace Toolkit: Actionable Approaches to People Problems*. See Page 6 for individual session descriptions.

**12 Months of Power Skills Training:** After participants complete the Core Training, they have access to a wide range of programming and other resources. The resources hone self-awareness, skills, and capacity to address challenges. The continuity of programming ensures that the training sticks and that participants develop higher-level skills. We deliver ongoing training (see page 7) in the following formats:

- **Power Skills Webinars:** Monthly live webinars that reinforce the Core Training and are recorded for easy access (see pages 8-9);
- **Online Courses:** Self-paced on-demand programming to deepen mastery of The Arudia Win-Win Conversation Model and The Arudia Coaching Model.
- **Companion Webinars:** Short recorded webinars with a Facilitation Guide and Team Member Guide for participants to develop their team.

We also support our clients with **portal access** to all of these resources and more. Please refer to pages 6-9 for more detailed information about how our programming can support your development as a leader and manager.

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## Learning Experience



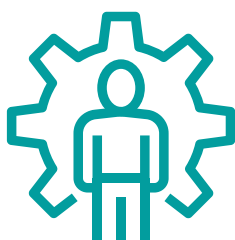
Virtual Live  
Core Training



Training Sessions  
Recorded



Discussions, Polls  
and Networking



Individual  
Coaching







Live  
Webinars



Online  
Classes

# Academy Core Training in Leadership & Managerial Excellence

Segment	Program Description
<p data-bbox="177 510 347 546">Segment 1</p> 	<p data-bbox="427 521 1281 557"><b>How to Make Sense of, Navigate, and Manage Your Team</b></p> <p data-bbox="427 562 1469 875">Have you ever wondered why a colleague, friend, or family member seems to approach life so differently? Learn about different problem-solving styles and what these differences mean for leading, managing, and collaborating with colleagues, including strategies for maximizing results while minimizing strife. You'll take the Kirton Adaption-Innovation Inventory (the "KAI"), learn your preferred problem-solving style and what that means for meetings, solving problems, implementing solutions, and leading and managing 360 degrees.</p>
<p data-bbox="177 900 347 936">Segment 2</p> 	<p data-bbox="427 911 1302 947"><b>How to Be a More Effective, Resilient, and Adaptive Leader</b></p> <p data-bbox="427 952 1469 1464">Today's challenges require you to be a better, more resilient, and more adaptive leader, confronting any and all aspects of VUCA (volatility, uncertainty, complexity, and ambiguity) with confidence. Discover how you can lead with greater equanimity and efficacy by using your knowledge of leadership style and the corresponding leadership shadow to face difficulties with a clear head. Transform the way you think to harness the kind of objectivity that makes you an island of calm in the tsunami of fear and doubt. Inspire loyalty and commitment. Learn your leadership style and what it means for operating effectively under stress and how you can positively impact team and organizational culture with specific leadership actions. Check out the <a href="http://www.atpfree.com/arudia/">www.atpfree.com/arudia/</a> for a preview of your leadership style and impact on culture.</p>
<p data-bbox="177 1489 347 1525">Segment 3</p> 	<p data-bbox="427 1498 1070 1534"><b>C-Suite Communication Skills for Everyone</b></p> <p data-bbox="427 1538 1469 1809">Uplevel your capacity to solve problems collaboratively, creatively, and with greater engagement and buy-in using The Arudia Win-Win Conversation Model. Transform potentially difficult conversations into opportunities to solve problems, grow professionally, and reinforce trust. Win-Win skills include neutral language, resonant listening, reducing defensiveness, and techniques for encouraging clear, results-focused communication.</p>
<p data-bbox="177 1836 347 1872">Segment 4</p> 	<p data-bbox="427 1845 699 1881"><b>Coach Like A CEO</b></p> <p data-bbox="427 1886 1453 2157">Amp up your capacity to lead, manage, and collaborate by utilizing the five-step Arudia Coaching Model. Coaching is a process that harnesses the power of thought-provoking questions to support colleagues in amplifying their creativity as they generate solutions. People who use coaching skills get better results because they more effectively engage with each other, nurturing a collaborative, trusting environment.</p>

# Our Program Develops Your Power Skills

## 1. Capacity for Creativity and Critical Thinking

- Complex problem solving
  - Cognitive flexibility
  - Harnessing cognitive diversity
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## 2. Change Management

- Improving capacity to be flexible, agile, and adaptable to change
  - Deliberate approach and process
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## 3. Strategic Thinking

- Identifying strategic goals
  - Planning and operational strategy
  - Diverge and converge process
- 

## 4. Leadership Skills

- Creating new possibilities
  - Dealing with uncertainty
  - Fostering buy-in
  - Listening skills
  - Integrity
  - Coaching
- 

## 5. People Management

- Accountability
  - Feedback
  - Transforming difficult conversations into positive outcomes
  - Coaching
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## 6. Emotional Intelligence

- Self-awareness
- Awareness of others
- Empathy and understanding
- Authentic listening
- Communication
- Self-management
- Service orientation
- Professionalism

## 7. Team Intelligence

- Ability to work effectively in team environments
  - Integrity
  - Coaching
  - Collaborating
  - Understanding others' needs
  - Culture
  - Cognitive diversity
  - Communication
- 

## 8. Resilience

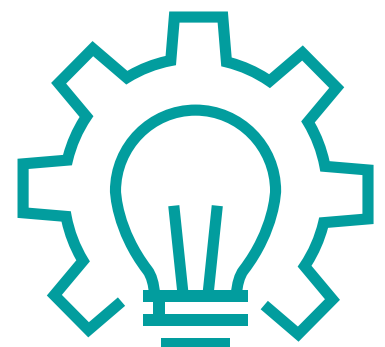
- Confidence
  - Managing stress
  - Maintaining judgment
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## 9. Daily Management Skills

- High performance
  - Time management/prioritization
  - Juggling work
  - Developing and using systems
  - Project management
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## 10. Leadership Presence

- Executive presence/confidence
- Business communication, including written skills
- Presentation skills
- Managing a program



# Representative Monthly Webinars

## **How to Improve Your Resilience: Adapting to Change**

Learn strategies for coping with change based on preferred work styles so that you and your team members are more effective and resilient.

## **Imposter Syndrome: Strategies for Transforming Self-Doubt into Success**

Create an action plan for building resilience and confidence. Learn how to live (nearly) free of self-doubt and feelings of not belonging or being good enough.

## **Leadership Actions That Improve Performance, Wellbeing and Retention**

Provides insight and conscious actions for addressing the unconscious aspects of your leadership that damage wellbeing and frustrate retention.

## **Overcome Obstacles to Giving Constructive Feedback**

Improves your ability to give productive feedback.

## **How to Improve Critical Thinking**

Presents critical thinking skills through the lens of problem-solving style to better utilize critical thinking skills and coach colleagues in doing the same.

## **Transform Difficult Conversations into Improved Performance**

Improves your ability to initiate difficult conversations, securing optimal results including accountability.

## **How to Coach Colleagues Out of Their Fear of Failure**

Amplifies ability to coach out of the Fear of Failure Shadow, including pessimism, criticism, and micromanagement. The shadow is our emotional, reactive side embedded in the subconscious, triggered by stress and fueled by negative emotions such as fear, anger, and jealousy.

## **How to Coach Colleagues Out of Their Fear of Rejection**

Amplifies your ability to coach colleagues out of the Fear of Rejection Shadow so they are not taking things personally.

## **How to Coach Colleagues Out of Their Fear of Betrayal**

Amplifies your ability to coach others out of the Fear of Betrayal Shadow, which is fear of being undermined or poor results.

## **Manage Your Team Through Change**

Helps you support colleagues in dealing with the challenge of change.

## **Coach Colleagues From Indecision Into Action**

Helps you to coach colleagues from indecision into action.

## **Practical Pathways to Improving Confidence, Performance and Renewal**

Supports you in tapping into your Nine Attributes to become more self-actualized, resilient, confident, high-performing, and renewed.

# More Representative Monthly Webinars

## **Upgrade Your Culture**

Provides the insight and tools necessary to improve your team and organization's culture through leadership and management actions.

## **Compartmentalize Your Stress to Optimize Success**

Provides the insight and tools to improve capacity to compartmentalize your stress so that you are able to focus and optimize your success.

## **The Power of An Accountability Partnership**

Provides the elements of the accountability partnership. You will also learn specific actions to embrace accountability and achieve commitment.

## **Don't Let Colleagues Stress You Out!**

Improves your capacity to successfully mitigate the shadow-triggering effects of others' shadows. You will also learn to recognize and reduce the amplification of stress caused by your own tensions between stresses.

## **Create a Culture of Performance with Better Systems**

Supports you in creating systems that improve your team's performance. You know team members are committed to results. Yet sometimes workability and performance aren't quite where you want them. You will learn techniques for improving workability and performance as you avoid triggering other's and your own shadows.

## **Navigating Different Work Styles**

Supports you in navigating different creativity styles as a framework to work more collaboratively 360-degrees and engage and empower your team.

## **Strategies to Combat Defensiveness**

Improves your capacity to successfully combat defensiveness – your own and your colleagues'. We will connect defensiveness to the Asserter Shadow and provide you with specific strategies for staying grounded as you work toward overcoming challenges.

## **Choreograph Your Meetings to Engage & Empower**

Supports you in utilizing the Arudia Coaching Model as a framework for choreographing meetings that engage and empower your team.

## **Trust As a Management Tool**

Provides the five facets of trust, trust builders and trust busters. You will also learn specific actions that you can take to improve colleagues' trust in you.

## Choose between Winter, Spring, and Fall Core Training Session Dates

### Schedule

#### Winter 2026 Core Training

February 9	11:30am - 1pm ET	How to Make Sense of, Navigate, and Manage Your Team, Part 1
February 23*	11:30am - 1pm ET	How to Make Sense of, Navigate, and Manage Your Team, Part 2
March 2	11:30am - 1pm ET	How to Be a More Effective, Resilient, and Adaptive Leader, Part 1
March 9	11:30am - 1pm ET	How to Be a More Effective, Resilient, and Adaptive Leader, Part 2
March 16	11:30am - 1pm ET	C-Suite Communication Skills for Everyone, Part 1
March 23	11:30am - 1pm ET	C-Suite Communication Skills for Everyone, Part 2
March 30	11:30am - 1pm ET	Coach Like A CEO

\*Note: In observance of the President's Day holiday, there will be no session to be held on February 16.

Please visit our website to register:  
<https://arudia.com> or email us at:  
 annecollier@arudia.com

## Choose between Winter, Spring, and Fall Core Training Session Dates

### Schedule

#### Spring 2026 Core Training

May 4	11:30am - 1pm ET	How to Make Sense of, Navigate, and Manage Your Team, Part 1
May 11	11:30am - 1pm ET	How to Make Sense of, Navigate, and Manage Your Team, Part 2
May 18	11:30am - 1pm ET	How to Be a More Effective, Resilient, and Adaptive Leader, Part 1
June 1*	11:30am - 1pm ET	How to Be a More Effective, Resilient, and Adaptive Leader, Part 2
June 8	11:30am - 1pm ET	C-Suite Communication Skills for Everyone, Part 1
June 15	11:30am - 1pm ET	C-Suite Communication Skills for Everyone, Part 2
June 22	11:30am - 1pm ET	Coach Like A CEO

\*In observance of the Memorial Day holiday, we are not meeting on May 25.

Please visit our website to register:  
<https://arudia.com> or email us at:  
 annecollier@arudia.com

## Choose between Winter, Spring, and Fall Core Training Session Dates

### Schedule

#### Fall 2026 Core Training

October 8	10:30am - 12pm ET	How to Make Sense of, Navigate, and Manage Your Team, Part 1
October 15	10:30am - 12pm ET	How to Make Sense of, Navigate, and Manage Your Team, Part 2
October 22	10:30am - 12pm ET	How to Be a More Effective, Resilient, and Adaptive Leader, Part 1
October 29	10:30am - 12pm ET	How to Be a More Effective, Resilient, and Adaptive Leader, Part 2
November 5	10:30am - 12pm ET	C-Suite Communication Skills for Everyone, Part 1
November 12	10:30am - 12pm ET	C-Suite Communication Skills for Everyone, Part 2
November 19	10:30am - 12pm ET	Coach Like A CEO

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