2027 PROGRAM GUIDE

Leadership & Management Academy

Transform the way you lead. Manage with confidence. Collaborate with impact.

Arudia®
STEP INTO POWER

FOUR WAYS TO START IN 2027

Winter 2027
Core Training: February – March

Spring 2027
Core Training: May – June

Fall 2027
Core Training: October – November

Private Cohorts
Core Training available year-round

NEW FOR 2027

Quarterly Power Skills Webinars Individual Coaching

Focused quarterly group sessions. In the two non-webinar months each quarter, All Access Pass holders book confidential one-on-one coaching for individualized support.

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ABOUT THE ACADEMY

Are you ready to lead with greater confidence, manage more effectively, and crack the code on workplace challenges?

The Arudia Leadership & Management Academy delivers the skills, self-awareness, and practical tools to make it happen.

We've been refining this content for over a decade. It works for new managers stepping into their first leadership role, for seasoned leaders who want to sharpen their edge, and for rising professionals who are serious about their trajectory.

Participants build resilience, sharpen objectivity, and walk away with actionable frameworks for the people challenges that derail even talented professionals. Psychometric assessments deepen self-knowledge and give you the language to understand — and lead — others more effectively.

WHO IS IT FOR?



Individuals



Teams



Organizations

WHAT YOU GET

10.5 Hours — Core Training in Leadership & Managerial Excellence

12 Months — Power Skills Training: quarterly webinars, individual coaching calls, on-demand courses, and team resources

Optional — Three months of unlimited individual coaching plus optional 360-degree assessment

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CUSTOMIZE YOUR LEARNING EXPERIENCE

Two tiers. One outcome: better leadership.

Choose the package that fits your goals and your organization's investment.

OPTION 1

Core Training + All Access Pass

$1,675

Earn Certificates in Management and Leadership Excellence

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

- Quarterly Power Skills Webinars
- **Individual coaching sessions for two months of each quarter;** 30-minute confidential sessions, first come, first served
- Companion Webinars to Develop Your Team
- On-Demand Courses

OPTION 2

Core Training + All Access + Coaching

$4,375

Optional 360-Degree Assessment: add $500. Earn Certificates in Management and Leadership Excellence.

EVERYTHING IN OPTION 1, PLUS THREE MONTHS OF UNLIMITED COACHING ON

- Showing up as a true leader
- Communicating with power and precision
- Driving better team results
- Positioning for promotion and new opportunities

All tiers include the Kirton Adaption-Innovation Inventory (KAI), the Actualized Leader Profile (ALP), and a hard copy of *The Workplace Toolkit: Actionable Approaches to People Problems*.

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ACADEMY STRUCTURE

10.5 hours to start. 12 months to master.

Core Training in Leadership & Managerial Excellence

10.5 hours of interactive, virtual live training delivered as seven 1.5-hour sessions over seven weeks, or three 3.5-hour intensives over three weeks. Each participant completes the Kirton Adaption-Innovation Inventory (KAI) and the Actualized Leader Profile (ALP), and receives a hard copy of Arudia's own *The Workplace Toolkit: Actionable Approaches to People Problems*.

12 Months of Power Skills Training

The real work begins after Core Training. For a full year, participants have access to a rich library of programming designed to deepen mastery, build higher-level skills, and ensure the learning sticks.

Power Skills Webinars

Four live webinars a year that reinforce Core Training content. All are recorded and available for easy replay.

Individual Coaching Sessions

In two months each quarter, All Access Pass holders can book a 30-minute confidential coaching session, first come, first served.

Online Courses

Self-paced on-demand programming to deepen mastery of the Arudia Win-Win Conversation Model and Arudia Coaching Skills.

Companion Webinars

Short recorded webinars with a Facilitation Guide and Team Member Guide giving participants the tools to develop their own teams.

Participants also receive portal access to all resources throughout the full 12 months.

THE LEARNING EXPERIENCE

- Virtual Live Training
- Sessions Recorded
- Discussions & Polls
- Individual Coaching
- Online Classes
- Networking

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ACADEMY UPGRADES

What we're changing and why

Before changing our content delivery format, we surveyed participants. They said they wanted individual coaching and a schedule that works. That feedback led us to make two changes.

Group webinars move from monthly to quarterly

Fewer sessions meets the scheduling challenges of busy professionals.

Individual coaching fills the non-webinar months

In the two non-webinar months each quarter, we offer individual coaching sessions on a first-come, first-served basis.

A schedule that works

Managers book time that fits their own calendar, rather than working around a fixed group slot.

Confidential and specific

Confidential executive coaching on the challenges in front of them: how to have difficult conversations, manage stress, get results, and align their team.

HOW EACH QUARTER RUNS

MONTH 1

Power Skills Webinar

Group, live, recorded

MONTHS 2 & 3

Individual coaching

30 minutes, confidential · First come, first served

AN UPGRADE IN SERVICES

We expect individual coaching to accelerate improvement in managers' performance and skill. A one-on-one conversation directly addresses whatever a manager is dealing with that month.

Group sessions are less frequent, but managers who use the coaching option get more out of the program.

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CORE TRAINING

Session descriptions

SEGMENT 01

How to Make Sense of, Navigate, and Manage Your Team

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.

SEGMENT 02

How to Be a More Effective, Resilient, and Adaptive Leader

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 www.atpfree.com/arudia/ for a preview of your leadership style and impact on culture.

SEGMENT 03

C-Suite Communication Skills for Everyone

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.

SEGMENT 04

Coach Like A CEO

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.

7 × 1.5h

Seven 1.5-hour sessions over seven weeks or three 3.5-hour intensives over three weeks. Every session is virtual, live, and recorded.

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POWER SKILLS

Ten critical areas our program develops

The Academy's ongoing programming builds the skills that make or break leadership effectiveness.

01 Creativity & Critical Thinking

Complex problem solving · Cognitive flexibility · Harnessing cognitive diversity

02 Change Management

Flexibility, agility, and adaptability · Deliberate approach and process

03 Strategic Thinking

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

04 Leadership Skills

Creating new possibilities · Dealing with uncertainty · Fostering buy-in · Listening, integrity, and coaching

05 People Management

Accountability and feedback · Transforming difficult conversations · Coaching for performance

06 Emotional Intelligence

Self-awareness and awareness of others · Empathy, listening, and communication · Self-management and professionalism

07 Team Intelligence

Collaboration and culture · Cognitive diversity and communication · Coaching and integrity

08 Resilience

Confidence and stress management · Maintaining judgment under pressure

09 Daily Management Skills

High performance and prioritization · Systems, time management, and project management

10 Leadership Presence

Executive presence and confidence · Business communication and presentation skills · Managing programs effectively

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REPRESENTATIVE QUARTERLY WEBINARS

Where the learning keeps going

Power Skills Webinars are delivered quarterly and recorded for flexible access. In the two non-webinar months each quarter, All Access Pass holders can book a 30-minute individual coaching session instead (first come, first served).

01 How to Improve Your Resilience: Adapting to Change
Coping strategies based on preferred work style.

02 Imposter Syndrome: Transforming Self-Doubt into Success
An action plan for resilience and confidence.

03 Leadership Actions That Improve Performance, Wellbeing, and Retention
Address the unconscious leadership that frustrates retention.

04 Overcome Obstacles to Giving Constructive Feedback
Give productive feedback that actually lands.

05 How to Improve Critical Thinking
Critical thinking through the lens of problem-solving style.

06 Transform Difficult Conversations into Improved Performance
Initiate hard conversations and secure accountability.

07 How to Coach Colleagues Out of Their Fear of Failure
Coach out of pessimism, criticism, and micromanagement.

08 How to Coach Colleagues Out of Their Fear of Rejection
Help colleagues stop taking things personally.

09 How to Coach Colleagues Out of Their Fear of Betrayal
Coach through the fear of being undermined.

10 Manage Your Team Through Change
Tools for supporting colleagues through change.

11 Coach Colleagues From Indecision Into Action
Move colleagues from stuck to in motion.

12 Practical Pathways to Confidence, Performance, and Renewal
Tap your Nine Attributes to become more self-actualized.

13 Upgrade Your Culture
Improve culture through specific leadership actions.

14 Compartmentalize Your Stress to Optimize Success
Contain stress so you can focus and perform.

15 The Power of an Accountability Partnership
Build partnerships that achieve real commitment.

16 Don't Let Colleagues Stress You Out!
Mitigate the shadow-triggering effects of others' behavior.

17 Create a Culture of Performance with Better Systems
Systems that lift performance without triggering shadows.

18 Navigating Different Work Styles
Cognitive style as a framework for collaborating 360 degrees.

19 Strategies to Combat Defensiveness
Grounded strategies tied to the Asserter Shadow.

20 Choreograph Your Meetings to Engage & Empower
The Arudia Coaching Model applied to meetings.

21 Trust as a Management Tool
Five facets of trust, plus builders and busters.

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2027 TRAINING SCHEDULES

Choose the cohort that fits your calendar.

Winter 2027 Core Training

DATE	TIME (ET)	SESSION
February 8	11:30am – 1:00pm	How to Make Sense of, Navigate, and Manage Your Team, Part 1
February 22*	11:30am – 1:00pm	How to Make Sense of, Navigate, and Manage Your Team, Part 2
March 1	11:30am – 1:00pm	How to Be a More Effective, Resilient, and Adaptive Leader, Part 1
March 8	11:30am – 1:00pm	How to Be a More Effective, Resilient, and Adaptive Leader, Part 2
March 15	11:30am – 1:00pm	C-Suite Communication Skills for Everyone, Part 1
March 22	11:30am – 1:00pm	C-Suite Communication Skills for Everyone, Part 2
March 29	11:30am – 1:00pm	Coach Like a CEO

Spring 2027 Core Training

DATE	TIME (ET)	SESSION
May 3	11:30am – 1:00pm	How to Make Sense of, Navigate, and Manage Your Team, Part 1
May 10	11:30am – 1:00pm	How to Make Sense of, Navigate, and Manage Your Team, Part 2
May 17	11:30am – 1:00pm	How to Be a More Effective, Resilient, and Adaptive Leader, Part 1
May 24	11:30am – 1:00pm	How to Be a More Effective, Resilient, and Adaptive Leader, Part 2
June 7*	11:30am – 1:00pm	C-Suite Communication Skills for Everyone, Part 1
June 14	11:30am – 1:00pm	C-Suite Communication Skills for Everyone, Part 2
June 21	11:30am – 1:00pm	Coach Like a CEO

**In observance of Presidents' Day, there is no session on February 15. In observance of Memorial Day, there is no session on May 31.*

Dates are subject to change.

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Fall 2027 Core Training

DATE	TIME (ET)	SESSION
October 11	11:30am – 1:00pm	How to Make Sense of, Navigate, and Manage Your Team, Part 1
October 18	11:30am – 1:00pm	How to Make Sense of, Navigate, and Manage Your Team, Part 2
October 25	11:30am – 1:00pm	How to Be a More Effective, Resilient, and Adaptive Leader, Part 1
November 1	11:30am – 1:00pm	How to Be a More Effective, Resilient, and Adaptive Leader, Part 2
November 8	11:30am – 1:00pm	C-Suite Communication Skills for Everyone, Part 1
November 15	11:30am – 1:00pm	C-Suite Communication Skills for Everyone, Part 2
November 22	11:30am – 1:00pm	Coach Like a CEO

Dates are subject to change.

Private cohorts, year-round

Organizations and teams can run Core Training on their own calendar, at any point in the year, with the same assessments and materials.

Every session recorded

Miss a live session and you keep the recording. Power Skills Webinars are recorded too, so the full year of programming stays available.

REGISTER OR LEARN MORE

Lead with confidence, starting this cohort.

Visit www.arudia.com to register, or reach out directly. Private Core Training is available year-round for organizations and teams.

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