

# LEADING IN FLAT, AI-ENABLED ORGS

*Two leadership programs for women of color navigating AI-driven transformation.*

By 2026, 20% of organizations will use AI to flatten hierarchies and eliminate more than half of middle-management roles. Women of color already face slower promotion rates and biased perceptions of leadership potential. As power concentrates in flatter structures, WOC leaders must architect new pathways—not just survive structural change.

*Continuum Transformation builds the rooms, the language, and the strategy WOC leaders deserve.*

## TWO PROGRAMS, ONE MISSION

- **Program A — Power in the Middle:** For VP, AVP, and Director-level women of color expanding influence as layers compress.
- **Program B — Architect at the Top:** For C-suite women of color shaping how AI and org flattening get implemented enterprise-wide.
- Both programs run as **6-session, 12-week hybrid cohorts** with 1:1 coaching add-ons and enterprise sponsorship options.

## WHY THESE PROGRAMS WORK

- Grounded in 2024–2026 research from McKinsey, Gartner, and leading workforce institutes.
- Designed explicitly for women of color: bias amplification in AI systems, lost sponsorship layers, increased visibility and scrutiny.
- Actionable, not theoretical — every session produces tangible deliverables leaders use immediately.
- Cohort community + individual coaching to address unique organizational and personal contexts.

## PROGRAM A: POWER IN THE MIDDLE

*For VP, AVP, and Director-level women of color.*

### WHO THIS IS FOR

Mid- to senior-level women of color leading through organizational flattening who need to:

- Secure and expand power as layers compress.
- Build AI fluency as visible leadership currency.
- Navigate promotion paths when traditional hierarchies disappear.
- Maintain authenticity under increased visibility and scrutiny.

### PROGRAM STRUCTURE

**Duration:** 6 sessions over 12 weeks

**Format:** Hybrid cohort + 1:1 coaching

**Cohort:** 8–12 participants, 90-minute sessions (virtual or in-person)

**1:1 Coaching:** Three 45-minute individual sessions per participant

**Resources:** Workbook, templates, AI experimentation toolkit, sponsor mapping tools

# PROGRAM A: SESSION MAP

6 sessions over 12 weeks — VP/Director cohort.

SESSION	FOCUS & OUTCOME
<b>Session 1</b>	<b>Reading the New Power Map.</b> Map organizational changes and identify personal risk and opportunity.
<b>Session 2</b>	<b>Defining Your Power Mandate.</b> Articulate a 12–18 month strategic mandate tied to enterprise outcomes.
<b>Session 3</b>	<b>AI Fluency as Promotion Currency.</b> Design and pitch 1–3 visible AI experiments.
<b>Session 4</b>	<b>Sponsorship, Politics, and Safety.</b> Build a cross-functional sponsor ecosystem with clear asks.
<b>Session 5</b>	<b>Leading a Larger Span Without Losing Yourself.</b> Design a sustainable operating rhythm for expanded scope.
<b>Session 6</b>	<b>Building a Sustainable Path Upward.</b> Create promotion case and personal protection plan.

## INVESTMENT

TIER	STRUCTURE	INVESTMENT
<b>Cohort Only</b>	6 group sessions, peer network	<b>\$4,500</b>
<b>Cohort + Coaching</b>	6 group + 3 individual sessions	<b>\$7,500</b>
<b>Executive 1:1</b>	Private 6-session program	<b>\$12,000</b>

Enterprise pricing available for 3+ participants.

## PROGRAM A: LEARNING OUTCOMES

*What participants leave with.*

**By the end of this program, participants will have:**

1. A documented **power mandate** connecting their leadership to 2–3 enterprise-level outcomes.
2. An **AI experimentation portfolio** with at least one pilot in progress demonstrating AI-augmented leadership.
3. A **sponsor map and outreach plan** with 5–7 identified sponsors and scripted asks.
4. An **operating rhythm redesign** for managing larger span of control sustainably.
5. A **6–12 month growth case** positioning them for next-level promotion.
6. A **personal protection plan** defining non-negotiables and support structures.

### THE DIFFERENCE

*You are not too much—you just haven't always been in rooms built with you in mind.*

Program A meets you where mid-senior leadership actually happens: in the politics of reorgs, the ambiguity of compressed layers, and the daily calculus of credibility. We help you build the case, the network, and the language to move up — not just hold on.

## PROGRAM B: ARCHITECT AT THE TOP

*For C-suite women of color shaping enterprise transformation.*

### WHO THIS IS FOR

**Chief officers and senior executives who are:**

- Shaping how AI and organizational flattening are implemented enterprise-wide.
- Managing board, CEO, and market narratives about transformation.
- Building equity governance without being boxed into "DEI leader" roles.
- Designing succession and talent pipelines as layers compress.
- Protecting their longevity and defining legacy beyond "first and only."

### PROGRAM STRUCTURE

**Duration:** 6 sessions over 12 weeks

**Format:** Hybrid cohort + 1:1 executive coaching

**Cohort:** 6–8 participants, 2-hour sessions (virtual or in-person, optional retreat)

**1:1 Coaching:** Four 60-minute executive sessions per participant

**Resources:** Executive playbook, AI governance frameworks, board narrative templates, legacy planning toolkit

## PROGRAM B: SESSION MAP

6 sessions over 12 weeks — C-suite cohort.

SESSION	FOCUS & OUTCOME
<b>Session 1</b>	<b>From Participant to Architect.</b> Identify levers to shape AI and org design enterprise-wide.
<b>Session 2</b>	<b>Designing the AI-Flat Org Blueprint.</b> Define principles and guardrails for transformation.
<b>Session 3</b>	<b>Crafting the Enterprise Narrative.</b> Build a cohesive story for board, CEO, employees, and market.
<b>Session 4</b>	<b>Equity Governance Without Being Boxed into DEI.</b> Design mechanisms that prevent AI bias at scale.
<b>Session 5</b>	<b>Shaping the Next Bench.</b> Architect talent pipeline and succession as layers compress.
<b>Session 6</b>	<b>Legacy, Longevity, and Exit Power.</b> Define legacy thesis and sustainable support structures.

### INVESTMENT

TIER	STRUCTURE	INVESTMENT
<b>Cohort Only</b>	6 group sessions, executive peer circle	<b>\$8,500</b>
<b>Cohort + Coaching</b>	6 group + 4 executive coaching sessions	<b>\$15,000</b>
<b>Private Executive</b>	Fully customized 6-session engagement	<b>\$25,000</b>

Board advisory and enterprise transformation consulting available as add-ons.

## PROGRAM B: LEARNING OUTCOMES

*Deliverables, formats, and enrollment.*

1. **AI + Org Design Principles** document ready for steering committees, offsites, or board packs.
2. **Enterprise narrative** with board slides, employee messaging, and CEO talking points.
3. **Equity governance mechanisms** (AI review councils, bias KPIs, escalation protocols) positioned as risk and performance tools.
4. **Talent bench map** identifying 5–10 high-potential leaders with specific development plans.
5. **Support infrastructure** including EA/ops alignment, peer advisory circle, and wellbeing protocols.
6. **Legacy thesis** articulating impact beyond tenure and defining red-line exit conditions.

### DELIVERY FORMATS

- **Cohort Model (primary):** virtual or hybrid with optional in-person kickoff or closing retreat, structured peer learning, guest experts, private community platform, and ongoing alumni network.
- **1:1 Coaching add-on:** real-time strategy for high-stakes moments — reorgs, board presentations, promotion negotiations — and confidential space for identity, boundaries, and protection planning.
- **Enterprise Engagement:** organizations sponsor cohorts for their WOC leaders (3+ participants) with customized content and post-program impact measurement.

### CURRENT COHORT SCHEDULE

- **Program A — Spring 2026:** April 15 – July 8, 2026 (*apps due March 31*).
- **Program B — Spring 2026:** May 6 – July 29, 2026 (*apps due April 15*).
- **Program A — Fall 2026:** September 9 – November 24, 2026 (*apps due August 25*).
- **Program B — Fall 2026:** October 7 – December 16, 2026 (*apps due September 23*).

### HOW TO APPLY

- **Individual applications:** short written application + 30-minute fit conversation.
- **Sponsor-funded enrollments:** use the Sponsorship Request Template to secure manager approval.
- **Enterprise cohorts (3+ participants):** contact us for customized scoping.

### READY TO LEAD WHAT'S NEXT?

Apply, request a sponsor packet, or schedule a discovery call.

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