

LEADING COMPLEX CHANGE

A 12-week flagship cohort for women of color leading enterprise transformation.

Your organization is in motion. The question is whether you're driving the change or absorbing it. Leading Complex Change is a 12-week flagship cohort for women of color leaders moving high-stakes initiatives across functions, teams, and stakeholders — while managing visibility, resistance, and organizational complexity in real time.

Anchor the full experience to a live project you are actively leading — and leave with the strategy, tools, and proof to show for it.

PROGRAM SNAPSHOT

- **Duration:** 12 weeks | August 24 – November 13, 2026
- **Live Lab:** 90 minutes, Mondays — strategy, application, and peer learning
- **Office Hours:** 60 minutes, Tuesdays — implementation support and decision coaching
- **Cohort Size:** 8–14 leaders, designed for trust, confidentiality, and strong peer exchange

WHY THIS PROGRAM WORKS

- **Designed for women of color** expected to deliver transformation outcomes while navigating scrutiny, under-recognition, and complex political expectations.
- **Actionable, not theoretical** — every session produces usable tools, frameworks, language, or documentation participants apply immediately.
- **Anchored to a live project** participants are actively leading, so the work is the deliverable.
- **Peer learning + ongoing support** creates trust, perspective, and accountability — reducing the isolation of leading change under pressure.

WHO THIS IS FOR

- Women leaders directing complex initiatives shaped by restructuring or shifting enterprise priorities.
- Leaders managing cross-functional execution without formal authority over every stakeholder.
- Executives and rising senior leaders navigating political dynamics, visibility, and accountability under pressure.
- Professionals seeking stronger tools and frameworks to lead change with confidence and credibility.

PROGRAM STRUCTURE

Format: Cohort-based flagship with Live Lab + weekly Office Hours

Live Lab: Weekly 90-min session — strategy, application, peer learning

Office Hours: Weekly 60-min implementation and decision support

Cohort: 8–14 participants, confidential peer exchange

Resources: 7-module toolkit, political navigation frameworks, Project Leadership Dossier templates

SESSION MAP

Six sessions over 12 weeks, anchored to a live project.

SESSION	FOCUS & OUTCOME
Session 1	Frame the Change Mandate. Clarify the live project, define the leadership challenge, and connect the initiative to enterprise outcomes.
Session 2	Reading the Stakeholder Landscape. Map power, influence, resistance, and decision pathways across the work.
Session 3	Building the Change Strategy. Create the narrative, sequencing, and communication architecture for the initiative.
Session 4	Politics, Presence, and Sponsorship. Apply frameworks for executive visibility, sponsorship, and tension management.
Session 5	Leading in Motion. Troubleshoot execution barriers and adapt strategy in real time as the project moves through complexity.
Session 6	Documenting the Leadership Story. Capture strategy, actions, stakeholder movement, and outcomes in a portfolio-ready dossier.

INVESTMENT

TIER	STRUCTURE	INVESTMENT
Standard Org-Paid Seat	Individual seat in 12-week cohort: Live Lab, Office Hours, peer community, full toolkit	\$3,500–\$4,000
Internal Org Cohort	Group enrollment for internal organizational cohort delivery	\$3,000–\$3,200/seat
Self-Pay	Limited scholarship-supported seats for qualified participants	Contact us

Enterprise/organizational pricing available for internal teams and sponsored participant groups.

LEARNING OUTCOMES & DELIVERY

What participants leave with — and how it's delivered.

By the end of this program, participants will have:

1. A full **7-module change leadership toolkit** anchored to a live project.
2. **Political navigation frameworks** tailored to the realities women executives face in high-visibility environments.
3. A **Project Leadership Dossier** documenting strategy, stakeholder dynamics, actions, and measurable movement.
4. Stronger **language and decision frameworks** for leading change with confidence and credibility.
5. A **trusted peer cohort** and ongoing community access beyond the formal close of the program.

DELIVERY FORMATS

- **Cohort Model (primary):** weekly live cohort sessions centered on application, discussion, and strategic leadership development, plus weekly office hours for real-time support on barriers, stakeholder dynamics, and implementation decisions.
- **Structured peer learning** with confidential cohort agreements and ongoing community access following completion.
- **Enterprise Engagement:** organizations sponsor seats or bring this experience in-house for an internal cohort — ideal for leadership development, succession planning, and enterprise transformation support, with customized framing to reflect organizational strategy.

CURRENT COHORT SCHEDULE

- **Leading Complex Change — Fall 2026:** August 24 – November 13, 2026.
- **Live Lab:** Mondays, 90 minutes.
- **Office Hours:** Tuesdays, 60 minutes.

HOW TO INQUIRE

- **Contact** Continuum Transformation to discuss participant fit or enterprise sponsorship.
- **Share** your current role, organizational context, and the initiative you expect to anchor in the program.
- **Request** information on self-pay options or internal cohort delivery.

READY TO LEAD COMPLEX CHANGE?

Inquire about cohort fit, employer sponsorship, or internal team participation.

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