THE COMPASS LEADERSHIP EXPERIENCE

More intentional leadership. Greater organizational impact.

Leadership Compass is a small, closed cohort of leaders who meet weekly for twelve sessions over fourteen weeks. Participants learn through facilitated conversation, practical tools, real leadership situations, between-session application, and perspectives from leaders across organizations and industries.

The experience strengthens how leaders communicate, develop others, create accountability, shape culture, and contribute to organizational results. Rather than simply providing more information, participants apply what they learn, reflect on what happens, and enhance how they lead.

One Compass. Two entry points.

FOUNDATIONS

For emerging leaders, building an intentional foundation for how they communicate, develop people, create accountability, build trust and shape culture.

ELEVATE

For experienced leaders ready to examine established habits, challenge assumptions, learn alongside seasoned peers and sharpen how they lead through complex situations.

What are these experiences designed to strengthen?

- Communicate with greater clarity. Set expectations, establish ownership and confirm understanding rather than assuming the message landed.
- Approach challenges with greater curiosity. Ask better questions, seek perspective and determine when direction, coaching or accountability is needed.
- Address performance and accountability earlier. Navigate timely, respectful conversations that create clarity and opportunity for improvement.
- Shape and foster culture more intentionally. Recognize what their reactions, decisions, habits and tolerated behaviors communicate to others.
- Lean into leadership discomfort. Use delegation, candid feedback, boundaries and accountability when they better serve the person, team and organization.
- Connect leadership to organizational results. Recognize how everyday leadership affects execution, engagement, development and retention.

Why this experience is different

- **Intentionally limited and thoughtfully curated.** Cohort size is kept small by design, bringing together leaders from different organizations and industries who are committed to growth and expected to contribute meaningfully to one another's development. Each participant brings experience, perspective and insight that strengthens the learning of the group.
- **Learning is put to work between sessions.** Participants apply ideas in their real leadership environments, then return to examine what worked, what didn't and what they will do differently. That repeated cycle of application, reflection and refinement turns insight into stronger leadership practice.
- **Leadership beyond the theory.** Participants connect leadership concepts to current decisions, challenges and successes, exploring what effective leadership looks like in the complexity of real organizations, teams and relationships.
- **Shared responsibility for own other's growth defines the experience.** Participants take responsibility for their own development as well as for contributing actively to the development of others. Each person is expected to bring their experience, perspective and insight, strengthen the cohort through active participation, and help create an environment where everyone grows.
- **Experienced, collaborative facilitation.** Led by Rob Christianson and his team, bringing decades of leadership, coaching, people development and organizational HR experience to create engaging conversations, draw out diverse perspectives and help participants learn from one another.

What we explore

Leadership identity & self-awareness	Communication, clarity & trust
Accountability & difficult conversations	Delegation & developing others
1:1's, meetings & team effectiveness	Focus, boundaries & renewal
Decision-making & ownership	Culture & organizational impact

Investment

Leadership Compass Foundations: $2,500 per participant

Leadership Compass Elevate: $3,000 per participant

Early Registration Opportunity: Special early-bird pricing is available for participants who register and pay in full by December 10, 2026!

A **$500 non-refundable deposit** is required to reserve your place in the cohort and is applied toward the total program investment. The deposit will be fully refunded if the cohort does not proceed.

Who comes to mind?

Leadership Compass is designed for both experienced as well as emerging leaders who would benefit from focused development, meaningful reflection, and the opportunity to learn alongside other leaders. Because the cohort is intentionally small, participants are selected with care to help create a strong experience for everyone in the group.

Let's have a conversation about the leaders on your team who could benefit from this experience and whether Leadership Compass could be a good fit for them.