



THEORIA ASSOCIATES

CORE Coherence

Private 1:1 Advisory for Organizational Leaders

CORE Coherence is a psychologically grounded, 1:1 leadership development engagement built on the understanding that leaders' *relational approach*, *capacity*, and *individual well-being* all shape the effectiveness of their leadership.

Designed for organizational leaders whose roles have outgrown the approaches that once worked - where leadership feels heavier than it should, difficult conversations fail to resolve recurring tensions, or the demands of supporting others leave little room for their own needs.

Rooted in **Internal Family Systems** (IFS), Core Coherence offers a practical framework for understanding how internal dynamics shape decision-making, authority, communication, and conflict. Leaders learn to recognize what drives their own responses and the patterns unfolding around them, opening new pathways for change individually, within themselves, and relationally, with those they lead.

Care for the leader is integral to this work. Space is created to attend to the pressures, demands, and personal costs of leadership *while also* cultivating new skills and insight that strengthen their capacity to lead. Theoria's psychologically-informed approach to both is the same, offering a unique, powerful coherence between the experience and the practice of leadership.

Neither therapy nor traditional executive coaching, CORE Coherence combines psychological education, applied inquiry, and individualized support to help leaders navigate people, power, and pressure more effectively, inside and out.

What the Engagement Includes

Core Coherence spans *three integrated pillars* of leadership development:

Foundational Education

Leaders are introduced to IFS as a framework for understanding human behavior and leadership dynamics. Education is concentrated early in the engagement and connected directly to the challenges they are facing.

Applied One-to-One Work

Two 90-minute sessions per month offer dedicated space to explore live leadership situations alongside the leader's own experience. Together, we examine relational patterns, work with internal pressures and competing priorities, and strengthen the capacity to respond with clarity, curiosity, and grounded authority.

Integration & Implementation Support:

Between-session support through email and voice notes provides opportunities for reflection, feedback, and practical application as challenges arise. Urgent response sessions are available.

Over time, the emphasis shifts from learning the framework to applying it with confidence - so insight becomes a sustained leadership practice.

What Leaders Work Toward:

Leaders engaged in Core Coherence can expect to experience:

- Greater clarity and steadiness under pressure
- Reduced reactivity and less energy consumed by recurring internal struggles
- Stronger boundaries and greater capacity to care for themselves while supporting others
- More confidence navigating conflict, tension, and difficult decisions
- Grounded authority that remains approachable and accountable
- Greater capacity to build trust and open communication within their teams

Leaders leave with new ways to understand familiar challenges, practical tools for responding, and a stronger relationship with themselves that supports effective, sustainable leadership.

Engagement Structure & Investment:

Six Months | \$18,000

- Bi-weekly 90-minute sessions each month (in person or virtual)
- Asynchronous, between-session support via email & voice-note (up to 8 hours/mo.)
- 6-month cycle, 2nd cycle or retainer-based support available post-engagement

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