



THEORIA

ASSOCIATES

Core Coherence

Private Advisory for Organizational Leaders

Core Coherence is a psychologically grounded, one-to-one leadership development engagement for organizational leaders who carry significant responsibility within complex systems.

Designed for leaders whose roles have outgrown the approaches that once worked - where leadership feels heavier than it should, people dynamics are more complex, and fractured trust or reactivity begin to interfere with systemic health and function.

Rather than focusing on surface behaviors, skill acquisition, or prescriptive advice, Core Coherence introduces a fundamentally different lens for understanding leadership. Rooted in **Internal Family Systems** (IFS), leaders learn to understand how internal dynamics shape decision-making, authority, communication, and conflict - both within themselves and across the systems they lead.

This is not therapy, and it is not traditional executive coaching. It is a *professional development process* that equips leaders with a robust psychological framework and practical tools for navigating people, power, and pressure with greater steadiness and coherence.

What the Engagement Includes

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

Foundational Education

Leaders are introduced to Internal Family Systems as a practical framework for understanding human behavior, leadership dynamics, and organizational systems. Educational content is front-loaded early in the engagement and directly tied to real leadership challenges as they arise.

Applied One-to-One Work

Three 90-minute sessions per month provide space for reflective inquiry, applied learning, and exploration of live leadership scenarios. Sessions focus on understanding internal leadership patterns, navigating people challenges, and strengthening self-leadership in real time.

Integration & Implementation Support

Ongoing asynchronous support (email and voice note contact, up to 6 hours /mo.) allows for feedback, reflection, and application between sessions as leaders bring the work into their day-to-day, real time environments.

Over time, the emphasis shifts from learning the framework to confidently applying it - supporting leaders as insight becomes embodied leadership practice.

Outcomes

Leaders engaged in Core Coherence can expect to experience:

- Greater internal clarity and steadiness under pressure
- Reduced reactivity and decision fatigue
- Greater confidence and efficacy navigating conflict and strain
- Stronger, more grounded authority that remains approachable
- Improved trust and communication within teams
- A fresh perspective on longstanding leadership challenges

Most importantly, leaders leave with new eyes for seeing familiar challenges - and a felt sense of internal alignment that supports trust, inspiration and wiser leadership decisions over time.

Engagement Structure

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

INVESTMENT: \$15,000 / 6 month cycle.

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