

VERTICAL INTELLIGENCE PROGRAM



Expanding leadership capacity for what the world demands next.

Why the Vertical Intelligence Program?

What would it look like for your organization to have the leadership capacity it needs now and in the future?

How can you effectively address the issue of leaders being overwhelmed and burned out?

Have other leadership development “investments” actually been a waste of time and money?

Leadership today requires more than technical skills and knowledge. True impact comes from *how* leaders think, make sense of the world, and respond to complexity. The Vertical Intelligence Program equips leaders to grow vertically - expanding capacity to lead by cultivating deeper self-awareness, the ability to see and navigate ever-increasing complexity, and take and integrate multiple perspectives.

The Vertical Intelligence Program is designed to help leaders not just *do more*, but *be more*.

What is Vertical Development?

Vertical development is the framework that describes how adults mature. Instead of the typical leadership development focus on skills and competencies, vertical development transforms the way leaders think, unlocking new ways of approaching complexity, change, and growth.

The four major thinking capacities associated with vertical development are:

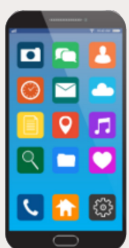
Sensemaking – making sense of complex situations

Perspective-shifting – understanding the perspectives of diverse stakeholders

Self-relating – understanding, regulating, and transforming oneself

Opposable thinking – working with the dilemmas and conflicting ideas

Vertical & Horizontal Development



Horizontal Development refers to the addition of more knowledge, skills, and competencies.

It's about what you know.



Vertical Development refers to the advancement in a person's thinking capability.

It's about how you think.

The Program

Kickoff

Introductory call to get all participants and sponsors aligned and ready to go

Assessment and Debrief

Participants receive personalized feedback using the Aephoria Personality + Maturity assessment

Two-Day Workshop

Immersive foundation setting and goal development at both the individual and collective levels

Monthly Group Sessions (6)

Shared reflection, accountability, and ongoing learning

Peer Coaching (6)

Deepening learning and building a coaching culture through partnership and teaching them coaching skills that they can use with their teams

1:1 Coaching (6)

Tailored support for personal development

Measurement & Evaluation

Participants retake the maturity assessment to see their individual growth; these are aggregated to show collective growth

The total program length is eight to nine months from kickoff to final reporting on results.

What is the Aephoria Personality + Maturity Assessment?

Aephoria Personality is a scientifically validated and highly accurate tool rooted in the foundational concepts and intelligence of the Enneagram system. This test focuses on individual attributes and motivations. The assessment offers insights to support self-awareness, other-awareness and system-awareness. Rather than viewing personality as fixed, Aephoria Personality promotes the idea that *we can develop through our personality*.

Aephoria Maturity is designed to shed light on an individual's inner world and empowers individuals by amplifying self-awareness and facilitating personal growth. The assessment enables people to rediscover motivation, refine decision-making, and sharpen strategic thinking by fostering a deeper understanding of systemic intricacies and developing more comfort with uncertainty. *It paves clear pathways for development.*

Aephoria Personality and Aephoria Maturity are administered in an integrated approach as one assessment which yields especially rich and nuanced development suggestions.

Aephoria Personality + Maturity results are also aggregated across individual participants (anonymously) to provide insights and development suggestions for the collective.

Contact Us

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Reach out now to schedule an initial conversation to see if the Vertical Intelligence Program is right for your organization!