CHANGE COACHES

A BELOW THE SURFACE PROGRAM BY CHANGE COACHES

Applied Leadership: Below the Surface

A 5-session leadership experience for people leading self and others under pressure: difficult environments, shifting priorities, and the challenge of leading without always having the authority, budget, or control of your schedule.

Grounded in the Below the Surface methodology, this program moves from self to others to integration: first building the self-awareness and steadiness to lead under pressure, then strengthening how you build trust, alignment, and influence with the people around you. The final session brings it together, turning insight into a real plan you can act on.

This is a practical, applied leadership experience for leaders seeking tools they can use right away and a group to process with. The group is capped at 10 to maximize community while still providing an opportunity for individualized learning.

PROGRAM DETAILS

FORMAT	GROUP SIZE	INVESTMENT	LAUNCH
5 live sessions + pre- and post-work	Capped at 10 participants	$2,000	November 2026

Session Arc

SESSION 1-2 **Self**	Building self-awareness and steadiness to lead under pressure
SESSION 3-4 **Others**	Strengthening trust, alignment, and influence with the people around you
SESSION 5 **Integration**	Turning insight into a real, actionable plan
ONGOING (OPTIONAL) **Community**	Keep growing in the Below the Surface Leadership Practice, a semi-monthly live gathering where leaders keep learning. Your first month is included.

Program Dates

SESSION	DATE	TIME
1	Nov 12	11 AM CT - 12:15 PM CT
2	Nov 19	11 AM CT - 12:15 PM CT
3	Dec 3	11 AM CT - 12:15 PM CT
4	Dec 10	11 AM CT - 12:15 PM CT
5	Dec 17	11 AM CT - 12:15 PM CT

About LaTonya

LaTonya Wilkins is the Founder and CEO of Change Coaches and the award-winning author of *Leading Below the Surface*. She is an ICF-credentialed executive coach and group coach, and the creator of Leading Below the Surface, a relational coach and leadership development training program. An expert facilitator, LaTonya has led leadership and coaching experiences for organizations ranging from Fortune 100 companies to mission-driven nonprofits.

She has served as an adjunct lecturer at Northwestern University's Kellogg School of Management, the University of Illinois's Gies College of Business, and other schools, and *Leading Below the Surface* has been taught in business school classrooms. She hosts the Leading Below the Surface podcast and is a sought-after keynote speaker.

CONTACT LaTonya Wilkins, Founder & CEO, Change Coaches