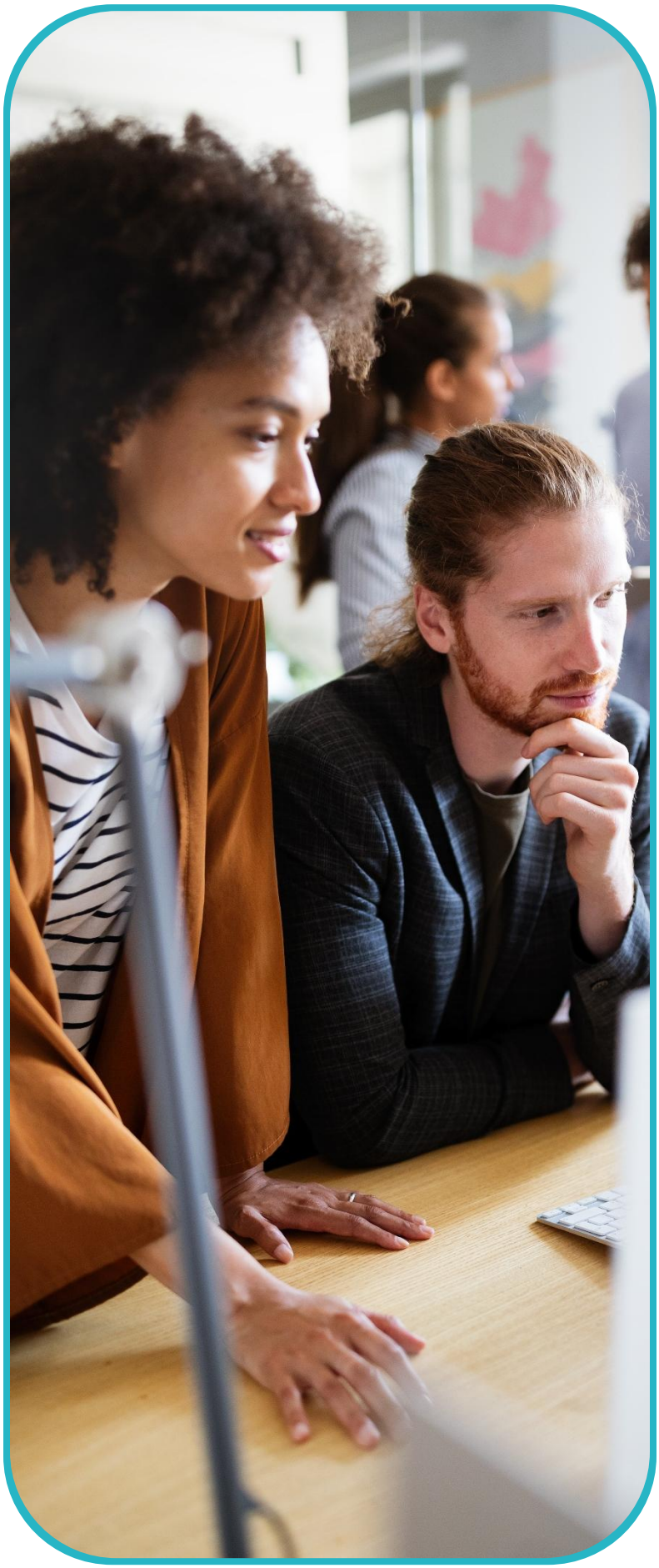
EBENUM EQUATION

AI & LEADERSHIP CERTIFICATION PROGRAM

Ensure your organization has AI-ready leaders before it's too late



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EBENUM EQUATION

We're the Secret Weapon High-Accountability, Lean-Teamed Transformation Leaders Trust to Quickly Turn Complex Concepts Into Structured, Scalable Programs that Move the Needle

- Leadership Pipeline Development
- ICF Leadership Coach Training for Managers
- Supplier Development Programs
- Workforce Development Programs
- GPT Strategy, Training, & Development
- Gray Zones

FOCUS AREAS:

Finance
Insurance
Pharma & BioTech
Tech & Engineering

NAICS CODES: 611430, 541612, 541990

CAGE: 85BY0

PSC: U008, R420, U009,U099

WBENC WOSB: 181191

NMSDC: FLO6204

CMMC: Level 1 Compliant

Ebenum Equation partners with organizations to redefine success in the AI era. We empower leaders who inspire, align, and drive transformation across all levels. By focusing on skills and AI synergy, we prepare teams for the future, ensuring members evolve into super contributors ready to tackle tomorrow's challenges

TYPICAL SKILLS CLIENTS USE

- Supplier Development Programs
- Leadership Development Cohorts
- Coaching 1:1 and Group
- Sales Development Cohorts
- Micro-learning Series
- Workforce Development Programs
- Data-based Storytelling

INNOVATIVE & UNDERUTILIZED SKILLS

- People Skills in Hyperintelligent Domains
- Human Transition to AI
- Coach Education Training
- Foresight Strategy Workshop & Facilitation
- AI GPT Training & Design
- Training Content Design for LMS Systems

EXPERIENCE (2020-PRESENT)

- Develop custom learning programs for suppliers on warehousing, inventory management and fulfillment
- Create custom micro-learning series to enable growth in tech
- Multi-language coaching program for 100+ clients
- Data analytics dashboards for storytelling
- Coach education program for internal coach cadre
- Data Center construction supplier development program
- Coaching for Product Development SME
- Keynote speakers for various summits and internal conferences
- Workforce development program for Cybersecirity, Software Engineering, and UX/ UI design

GEOGRAPHICAL FOOTPRINT

In-Person: The Americas & Europe

Virtual: Global

PARTNERSHIPS AND CLIENT TESTIMONIALS





WE PARTNER WITH ORGANIZATIONS

Our learning and development approach is designed to increase team performance and align strategy with culture. Our methodology is based on four pillars: preparing leaders for the future, learning in the flow of work, employee experience design and mastering the four quadrants of change.

Google
tigo
The Home Depot
Ryder
GSA
Edelman
Virgin Hotels
Pfizer
Gallagher & Associates
aaps American Association of Pharmaceutical Scientists
MILLICOM THE DIGITAL LIFESTYLE
ChenMed
Edelman Financial Engines
NATIONAL Minority Supplier Development Council
aaps PharmSci 360
Turner Construction Company
akerman
Royal Caribbean Cruises Ltd.
Tracfone
AvMed Embrace better health.
PARSONS
FIU FLORIDA INTERNATIONAL UNIVERSITY
UNIVERSITY OF MIAMI
FERRING PHARMACEUTICALS
airbnb

Client Testimonials

Feedback after an AI in Leadership Workshop

The most impactful part of the session was...

"Using AI as a thought partner and looking into other ways to use copilot and customizing GPT"

"Loved the hands on! Learned how to create a podcast and use AI to filter my emails"

"The AI presentation showed me how technology can make running our business easier and more efficient. I learned about tools that can help us use data better, support personalized learning, and stay connected with staff and clients. It gave me some great ideas for how we can use AI at work to save time and focus more on supporting our stakeholders"

"Using AI as a think tank and thought partner"

"AI and its impact"

"The benefits of effectively using AI. The best ways to write a prompt"

"Using AI as a thought partner"

"Extremely powerful tools!!! Loved the session!!!!"

"The session on using Google Notebook LM for podcast creation and AI optimization was impactful. It highlighted accessible technology for sharing insights and emphasized AI's role in streamlining tasks, allowing leaders to focus on leadership. Engaging discussions and practical applications inspired me to enhance communication and effectiveness in my role"

"Every part. Already used Notebook LM to provide an audio overview of my faculty meeting presentation to staff"

"The aspect of this presentation that I found most impactful was its practicality and the ability to take the concepts learned and seamlessly apply them to my daily tasks and interactions at work"

"I am a tech geek, and I will utilize AI to help transform learning and development by developing curriculum strategies/lesson planning/common planning and ways to enhance instruction"

AI & Leadership Certification Program

Level One: Foundation for the Future — 1

- Futureback Leadership: Building Power Skills for a BANI World
- The EPOCH Leader: Coaching as a Core Leadership Competency
- Superworkers & Strategic Reskilling: How Leadership is Being Rewritten
- Reshuffle Strategy: Stop Defending, Start Designing
- Signals to Systems: Practicing Foresight in Fast Change
- Leadership Judgment in the Age of AI: Speed, Ethics & System Design
- From Scarcity to Leverage: New Leadership Models for the Intelligence Economy
- The Leadership Reset: Reflect, Recommit, Reframe

Level Two: Applied Intelligence & Organizational Foresight — 2

- Architecting Intelligence: From AI Fluency to AI Integration
- Redesigning Work: From Tasks to Flows
- Coordinating Capacity: Talent, Tools and Time as Strategic Inputs
- Systems Leadership: Leading Across Functions, Networks and Ecosystems
- Judgment Under Pressure: Making Better Calls When It Matters Most
- The Leadership Stack: Role Design, Power Dynamics and Influence Strategy
- Designing Ethical Infrastructure: AI Risk, Values and System Integrity
- Leadership in Action: Strategic Experiments, Fail Cycles and Reflective Systems

Level Three: Enterprise Impact & Ecosystem Stewardship — 3

- Strategic Narrative & Enterprise Identity: Designing the Leadership Story
- The Ecosystem Leader: Shaping the Market, Not Just Reacting to It
- From Insight to Impact: Architecting Enterprise Intelligence
- Organizational Transformation: Aligning Culture, Capability & Structure for Transformation
- Risk, Regulation & AI Governance: Leading with Responsibility at Scale
- Temporal Leadership: Thinking Across Time Horizons
- Stewardship Capital: Leading for Regeneration, Not Just Returns
- Leadership Synthesis: Becoming a Systemic Actor

Audience Legend for Workshops

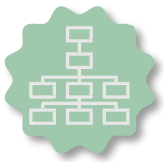
To help you use our catalog, we created a key so that you can identify which workshop is most appropriate for you and your team:

LEVEL I



Individual Contributor

LEVEL II



Leader

LEVEL III



Leaders of Leaders

Click to view course summary



DESIGN YOUR LEADERSHIP COHORT

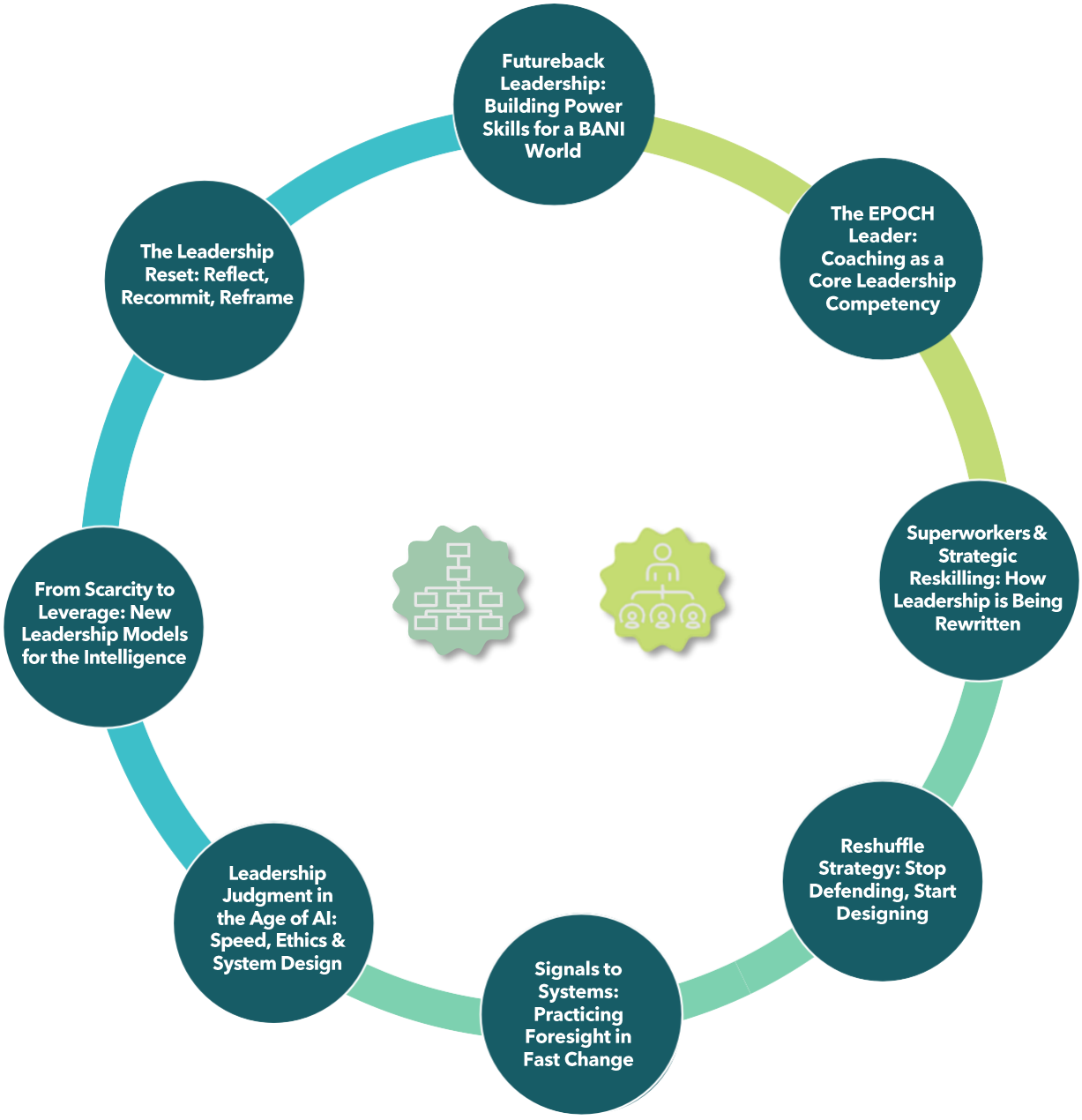
THE FOLLOWING SAMPLE PROGRAMS CAN INCLUDE BUILDING YOUR OWN CASE STUDIES, TEACH BACKS, AND SPEED ROUNDS EXERCISES:

- Build your own case studies: In small groups, learners identify a scenario they face regarding the topic. These scenarios are exchanged with another group who will brainstorm a solution.
- Teach backs: The best way to learn something is to have to teach it. Organized in small groups, learners teach back to the class.
- Speed Rounds: Learners are given 3-5 minutes to meet with 3 people in groups to share an idea or goal, get feedback or ask a question.

Sample cohort designs are provided, but any of our workshop topics may be interchanged with a topic that meets your organizational needs.

Level One: Foundation for the Future

Level One of the program grounds leaders in the core mindsets and practices needed to navigate complexity, coach their teams with clarity, and lead boldly in a rapidly changing world.



8 Workshops

12+ Hours of Live Learning

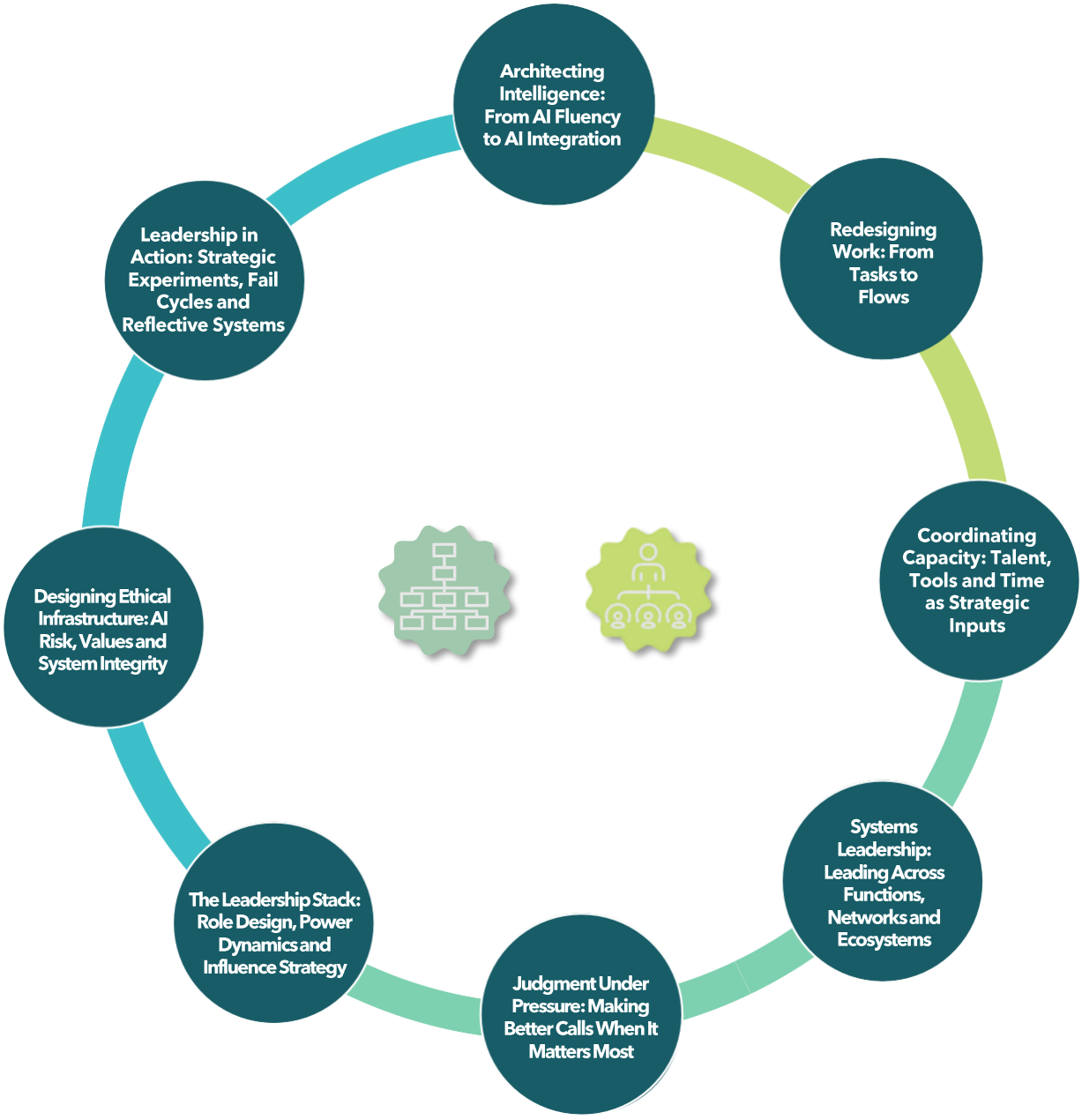
8 Office Hour Sessions

3 1:1 Coaching Sessions

2 GPTs

Level Two: Applied Intelligence & Organizational Foresight

Level 2 builds on the foundational shifts of Level 1 by focusing on applied leadership. This is where leaders become architects of systems and learn to use AI as a coordination tool. Strategic foresight, digital fluency, and organization design converge here. Leaders begin to operationalize intelligence, reframe value creation, and orchestrate transformation and coordination across boundaries.



8 Workshops

12 Hours of Live Learning

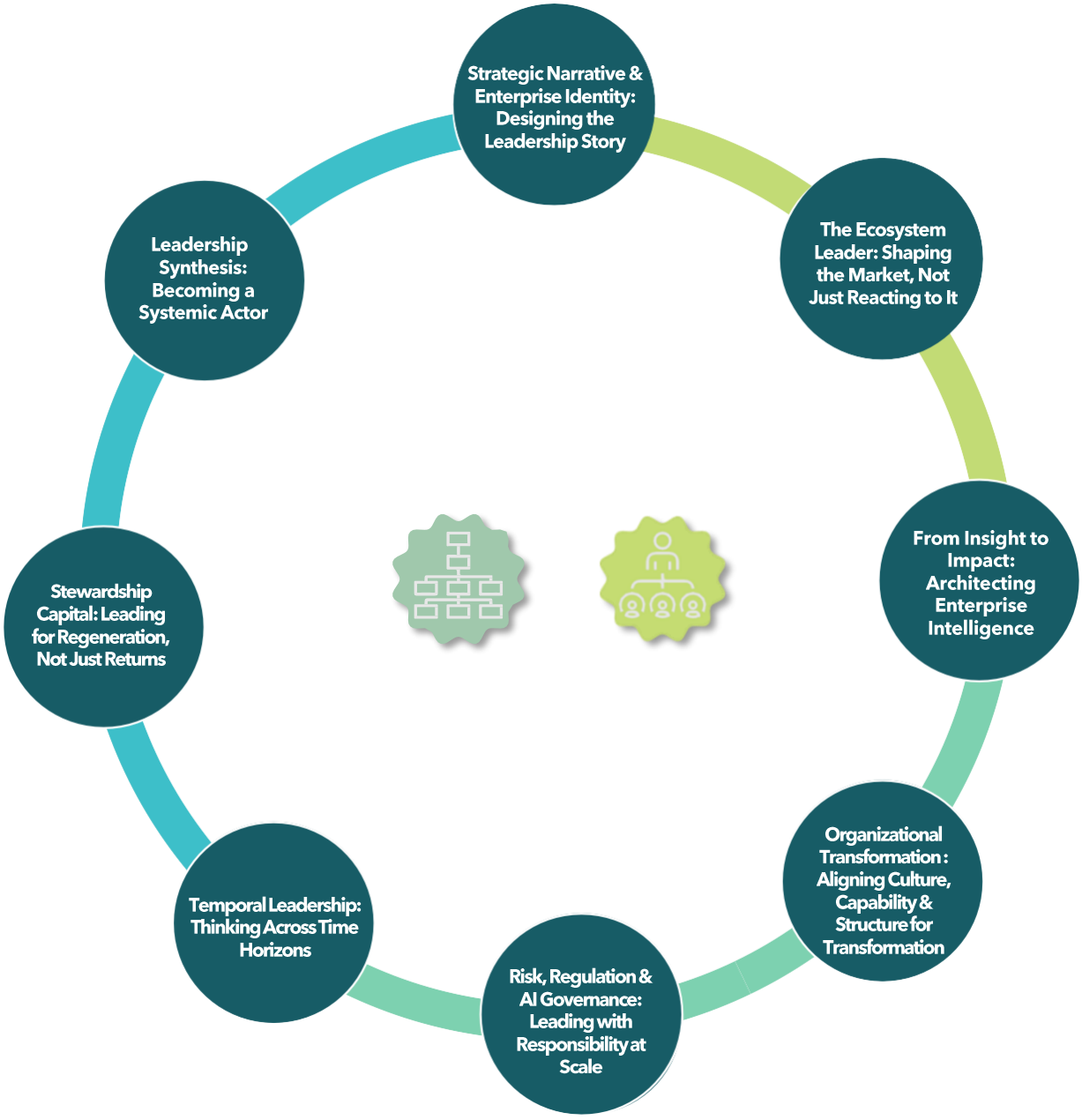
7 Office Hour Sessions

1 Lab

6 1:1 Coaching Sessions

Level Three: Enterprise Impact & Ecosystem Stewardship

Level 3 is designed for advanced leaders who are ready to work at the scale of transformation. This is about stepping into the role of architect, steward, and narrator of change. You will lead beyond departments and toward ecosystems, shaping how value is created, risks are governed, and futures are imagined. This level cultivates both wide-range influence and long-range vision.



8 Workshops

12+ Hours of Live Learning

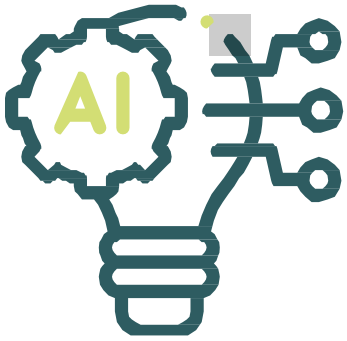
9 1:1 Coaching Sessions

2 Strategy Labs

1 Capstone Project

SUMMARY OF COURSES





Welcome to the starting point of strategic reinvention. Level One is where modern leadership meets its moment. Designed to equip leaders with the essential mindsets and power practices for navigating a world defined by rapid disruption, complexity, and AI-driven change. Across a series of workshops, participants move from foundational clarity to applied foresight, learning to coach their teams, design with leverage, and lead with judgment in dynamic systems. This series rewires leadership, helping participants reframe identity, retool strategy, and recommit to a future they're ready to shape. Grounded in human-centered insight and futureback thinking, this level lays the scaffolding for a leadership model that's resilient, adaptive, and unapologetically bold.

WORKSHOP SUMMARIES & LEARNING OBJECTIVES

1 Futureback Leadership: Building Power Skills for a BANI World

In a world that's brittle, anxious, nonlinear, and often incomprehensible (BANI), leading with outdated playbooks is a fast road to burnout. This workshop reintroduces leadership as a power practice rooted in clarity, curiosity, and courageous thinking. You'll learn to lead from the future, not the frenzy.

- Understand the BANI framework and its impact on leadership readiness.
- Develop 3 power skills: Augmented Curiosity, Clarity, and Dilemma Flipping.
- Begin to shift from reactive leadership to future-oriented mindsets.

2 The EPOCH Leader: Coaching as a Core Leadership Competency

You don't need to have all the answers. You need to know how to unlock them in others. This workshop centers on the EPOCH coaching model (Empathy, Presence, Opinion, Creativity, Hope) as the foundation of transformational leadership.

- Practice the 5 EPOCH skills in team-based simulations.
- Shift from control-based management to curiosity-led leadership.
- Cultivate coaching presence and deep listening as core daily habits.

3 Superworkers & Strategic Reskilling: How Leadership is Being Rewritten

The AI era dissolves old job descriptions, but it doesn't erase leadership. It rewrites it. In this session, you'll explore how to reframe roles, design for human-AI collaboration, and lead the reskilling imperative with vision and empathy.

- Identify what becomes scarce and valuable when AI automates routine work.
- Analyze the Superworker model and apply it to your team's workflows.
- Create a reskilling roadmap that reflects organizational leverage.

4 Reshuffle Strategy: Stop Defending, Start Designing

Strategy isn't dead. It's just different. Using the Reshuffle playbook, you'll learn to stop defending decaying advantages and start building strategic models rooted in adaptability, data flows, and network leverage.

- Identify outdated assumptions in current strategy frameworks.
- Map new sources of advantage using the Reshuffle lens (platforms, modularity, loops).
- Prototype a leverage-centered strategic posture for your team or organization.

5 Signals to Systems: Practicing Foresight in Fast Change

The future doesn't arrive all at once. It whispers. Learn how to listen. In this workshop, you'll master strategic foresight methods to move beyond reaction and into proactive sensing, pattern recognition, and scenario framing.

- Use STEEP analysis and Three Horizons to identify emerging disruptions.
- Build foresight maps from signals and drivers of change.
- Apply scenario thinking to a real organizational challenge.

6 Leadership Judgment in the Age of AI: Speed, Ethics & System Design

You're being asked to decide faster but without sacrificing integrity. This session helps you compress decision latency while expanding ethical foresight. You'll explore when to trust AI, when to question it, and how to build systems that keep the human in the loop.

- Practice decision compression techniques using simulations.
- Assess AI readiness and ethical implications of augmented decisions.
- Build a decision stack and escalation protocol for complex scenarios.

7 From Scarcity to Leverage: New Leadership Models for the Intelligence Economy

Scarcity is no longer a moat. Leverage is. This workshop reframes your leadership from task expert to orchestrator. You'll learn how to lead through clarity, flow, and influence rather than control.

- Distinguish between traditional and leveraged leadership logics.
- Map personal and team leverage points for outsized value creation.
- Begin designing a leadership operating system rooted in orchestration.

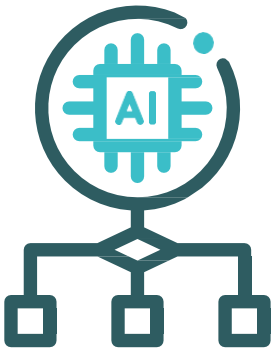
8 The Leadership Reset: Reflect, Recommit, Reframe

You've learned frameworks. This is where you reconnect with what matters. In this reflective capstone, you'll distill your learning into a new leadership story anchored in purpose, power, and practice.

- Synthesize insights into a personal leadership thesis.
- Use coaching circles and journaling to integrate the 5% Shift.
- Create a recommitment plan aligned to your future-of-leadership identity.



Level two builds on the foundational shifts of Level one by focusing on applied leadership. This is where leaders become architects of systems, not just participants in them. Strategic foresight, digital fluency, and organization design converge here. Leaders begin to operationalize intelligence, reframe value creation, and coordinate transformation across boundaries.



WORKSHOP SUMMARIES & LEARNING OBJECTIVES

1 Architecting Intelligence: From AI Fluency to AI Integration

You don't lead AI. You lead through it. In this session, we make the shift from tool awareness to system design. You'll build fluency in how intelligence flows through your teams and how to turn that into trustworthy decisions, not just flashy tech.

- Translate AI capabilities into human-centered systems.
- Map your AI-human judgment stack across one leadership scenario.
- Identify and prioritize use cases that augment rather than automate.

2 Redesigning Work: From Tasks to Flows

Work is not just what's in the job description. It's how energy moves through your system. You'll learn how to spot friction, unbundle outdated roles, and rebundle them as flexible, empowered flows of contribution.

- Break down roles into cognitive and relational flows.
- Identify team-level bottlenecks using Superworker logic.
- Build adaptive work structures that improve decision velocity.

3 Coordinating Capacity: Talent, Tools and Time as Strategic Inputs

Too many leaders still treat headcount like a budget line instead of a design opportunity. This session gives you the tools to map, shape, and coordinate capacity like an architect, not a firefighter. You'll come out knowing how to use what you have to build what you need.

- Analyze and align your organization's core capacity inputs.
- Apply modular systems thinking to dynamic team design.
- Build an operating blueprint that strengthens resilience.

4 Systems Leadership: Leading Across Functions, Networks and Ecosystems

Leadership doesn't stop at the org chart. It moves across platforms, partnerships, and patterns you can't always see. This session builds your range to lead in spaces where you don't own the lines but you still shape the flow.

- Build a functional ecosystem map using influence and value flows.
- Practice cross-boundary leadership scenarios based in current tensions.
- Apply systems tools to lead in platforms, not just departments.

5 Judgment Under Pressure: Making Better Calls When It Matters Most

This is about clarity in the heat of it. You'll use pressure-tested simulations to learn how to collapse latency without compromising values. Judgment is a muscle. This session gives you a structured way to train it.

- Apply compressed decision-making in volatile scenarios.
- Identify common judgment traps and bias signals.
- Build your own escalation protocol for ethical decisions.

6 The Leadership Stack: Role Design, Power Dynamics and Influence Strategy

Power has layers. Some visible, some felt. This workshop helps you unpack where influence lives in your system and how to use it with intention. You'll leave with a leadership model rooted in clarity, not control.

- Map your leadership stack including formal and informal power flows.
- Redesign leadership roles for coherence, trust, and clarity.
- Craft your influence strategy across multiple organizational layers.

7 Designing Ethical Infrastructure: AI Risk, Values and System Integrity

Ethics is not a compliance checklist. It's a leadership choice repeated in every design decision. This session helps you design systems that embed your values at scale. You'll walk away ready to lead with clarity, even when no one's watching.

- Assess ethical risk in AI-enabled systems using taxonomy frameworks.
- Simulate design decisions with stakeholder tradeoffs.
- Build policy scaffolds that reflect both integrity and innovation.

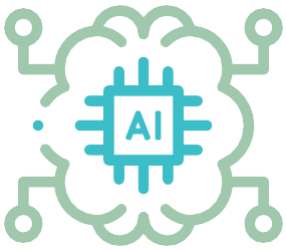
8 Leadership in Action: Strategic Experiments, Fail Cycles and Reflective Systems

This is your lab. This is where we test, fail, learn, and lead better. You'll run small, high-leverage experiments and learn to lead through cycles of curiosity, accountability, and reflection. Strategy is nothing without rhythm.

- Design and run a live leadership experiment within your organization.
- Apply Hess's rigor matrix to reflective team practices.
- Create a feedback architecture that fuels continuous learning.

Level Three: Enterprise Impact & Ecosystem Stewardship

Level three is designed for advanced leaders who are ready to work at the scale of transformation. This is about stepping into the role of architect, steward, and narrator of change. You will lead beyond departments and toward ecosystems, shaping how value is created, risks are governed, and futures are imagined. This level cultivates both wide-range influence and long-range vision.



WORKSHOP SUMMARIES & LEARNING OBJECTIVES

1 Strategic Narrative & Enterprise Identity: Designing the Leadership Story

At this level, your story becomes a system. In this workshop, you'll learn to shape strategic narratives that align identity with transformation. You'll design leadership stories that carry vision, credibility, and momentum across your enterprise.

- Develop a strategic narrative that aligns with enterprise transformation.
- Align internal identity and external positioning through storytelling.
- Use narrative tools to inspire commitment across change cycles.

2 The Ecosystem Leader: Shaping the Market, Not Just Reacting to It

You are no longer just in the market. You are shaping it. This workshop expands your lens to stakeholder systems, public partnerships, and regenerative ecosystems. You'll practice leading with value creation that moves beyond your walls.

- Map the broader ecosystem where your organization operates.
- Identify opportunities for co-creation and external value alignment.
- Apply platform thinking to scale responsible influence.

3 From Insight to Impact: Architecting Enterprise Intelligence

Data is not intelligence until it moves a decision. This session shows you how to architect systems that sense, interpret, and respond at scale. You'll explore how to build an insight engine to help shift outcomes.

- Design insight loops that improve enterprise learning.
- Align sensing and decision processes to strategic priorities.
- Evaluate enterprise intelligence systems for ethical use and velocity.

4 Organizational Transformation: Aligning Culture, Capability & Structure for Transformation

You can't separate structure from spirit. Culture and capability must evolve together. This session helps you align the invisible forces of behavior with the visible levers of systems.

- Diagnose cultural patterns that support or resist change.
- Align team capabilities with strategic intent and systems architecture.
- Build transformation maps that connect behavior, skills, and structure.

5 Risk, Regulation & AI Governance: Leading with Responsibility at Scale

With power comes responsibility. This session brings clarity to the regulatory horizon and helps you build proactive governance models. You'll walk away able to lead not only within policy but ahead of it.

- Interpret evolving regulatory trends in AI and data ethics.
- Design governance infrastructure for scalable accountability.
- Simulate leadership decisions with systemic consequences.

6 Temporal Leadership: Thinking Across Time Horizons

This is the practice of holding now and next at once. You'll learn how to think, plan, and communicate across short, mid, and long-term timelines. Foresight becomes your compass, not just your filter.

- Use Three Horizons and other foresight tools to inform planning.
- Balance immediate execution with long-term value creation.
- Guide teams through temporal tension with clarity and confidence.

7 Stewardship Capital: Leading for Regeneration, Not Just Returns

This session expands your understanding of value. You'll explore what it means to lead for resilience and regeneration. This is leadership that heals and coordinate systems while it grows them.

- Redefine value creation through stewardship and regenerative design.
- Assess externalities and long-term consequences of strategy.
- Develop principles and metrics for leading beyond profit.

8 Leadership Synthesis: Becoming a Systemic Actor

This capstone brings it all together. You'll integrate narrative, systems, ethics, and foresight into a strategic design. More than a summary, this is a declaration of how you intend to show up as a systemic leader.

- Synthesize Level 3 practices into a transformation thesis.
- Create a leadership ecosystem map and influence platform.
- Commit to a personal vision for ecosystem-level stewardship.

Strategy Labs

We all face tough business challenges sometimes, and often, we don't know where to start. The Custom Lab is an innovative, bespoke participatory session that helps your team get results in record time, while also understanding the root cause of their issues so they can be fixed going forward.

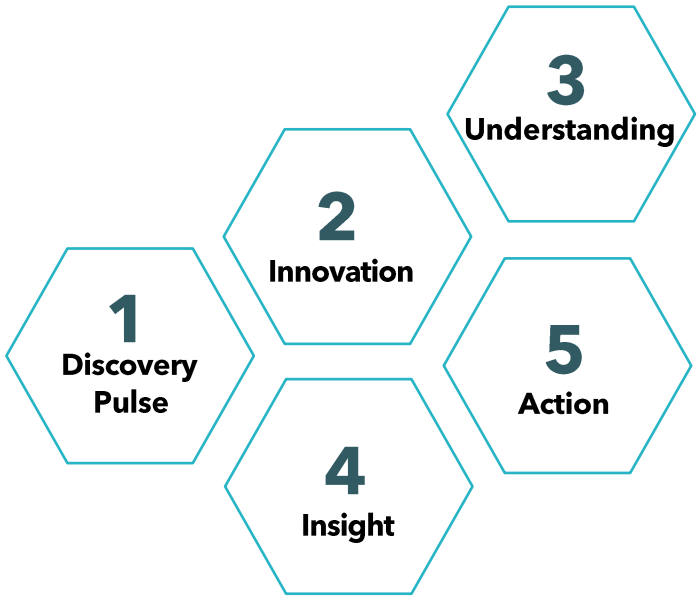
Challenge: Are you faced with a complex business challenge, don't know where to start, and need results quickly? We can help. The Custom Lab is an individually designed participatory session that will get your team on the right track in no time.

Our approach: The process of change begins with you. Let's take your team away from the everyday and enable new ways of thinking together. We use behavioral sciences combined with critical thinking AND organizational development skillsets throughout every project because they work best when applied sequentially over time rather than all at once ("snowballing").

Your benefit: With a Custom Lab session at Ebenum Equation, you'll be able to clearly identify your challenge and develop potential solutions. You will also define an action plan for solving it with clarity on what steps are needed next.

TYPES OF LABS:

- Foresight Strategy
- Innovation
- Leadership
- Critical Thinking
- Product Design
- AI Frameworks
- Collaboration
- Data Driven Decision Making



Playbooks

Playbooks offer a structured approach to streamlining operations and enhancing employee interactions. Our co-created playbooks equip organizations with practical strategies, frameworks, and best practices across business domains. These meticulously designed resources provide solutions to complex challenges, making them invaluable for both established and emerging businesses.

Our collaborative approach ensures that each playbook is relevant and effective: we work closely with thought leaders and clients to incorporate extensive research, practical insights, and real-world applications.

TYPES OF PLAYBOOKS:

- Team Development
- Communication
- Wellbeing
- Presentation & Speaking
- Feedback
- One-on-One Meetings

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2025 EDITION