

The Executive Altitude Intensive

A concentrated executive development experience for accomplished leaders ready to close the gap between the role they hold and the way they're leading it.

You've built your career by being good at what you do. You deliver. You solve problems. People depend on you. You know how to step in when something needs to get done.

And somewhere along the way, the role changed.

When your role expands faster than your operating habits, you end up doing executive-level work with manager-level bandwidth.

Maybe you're still carrying work others should own. You're pulled into details when you know you should be thinking more strategically. You say yes when you want to say no. You hold back a perspective in the meeting, then replay the conversation afterward wishing you'd said what you actually thought.

Maybe you've received the feedback: be more strategic, delegate more, use your voice, operate at a higher level. You understand it. You just haven't been able to make the shift stick.

Designed for This Moment

The Executive Altitude Intensive is a concentrated development engagement for accomplished senior and C-suite leaders whose responsibilities have outgrown some of the leadership patterns that made them successful.

This isn't about becoming a different person. It's about understanding what your role requires of you now, identifying the patterns that keep pulling you back into an earlier way of leading, and practicing a more deliberate way of using your attention, authority, voice, and energy.

You won't leave with another list of things you should do. You'll leave knowing what belongs to you, what doesn't, where you create the greatest value, what patterns are most likely to pull you back down, and how you intend to lead differently.

What the Intensive Looks Like

The intensive combines focused reflection, three private working sessions, real-world application, between-session support, and a follow-up integration session. The concentrated work unfolds over approximately six weeks, followed by a check-in one month later.

WHEN	TIME	WHAT HAPPENS
1 week before Session 1	~90 minutes	Guided reflection and selected diagnostics
Week 1	2 hours	Session 1: See the Gap
Week 3	2 hours	Session 2: Make the Shift
Week 5	2 hours	Session 3: Lead Differently
Between sessions	As needed	Private text support for real-time application
1 month later	60 minutes	Integration and sustainability check-in

Before We Begin

About one week before our first session, you'll complete approximately 90 minutes of guided reflection and carefully selected diagnostics. The purpose is not to spend hours interpreting assessments. It is to help us arrive with a useful picture of your role, the demands you're navigating, the patterns you recognize in yourself, and where the most important leadership gap may be.

That preparation lets us use our first session for substantive work rather than spending it gathering background.

Three Private Two-Hour Sessions

We'll meet for three two-hour sessions, approximately two weeks apart. The spacing is intentional. Each session gives you something to see, decide, or practice, then gives you time to test that work in your actual leadership environment before we meet again.

Session 1 | See the Gap

Clarify what your role requires at this level, where you create the greatest value, what you're still carrying that may no longer belong to you, and the patterns that keep pulling you below the altitude of the role. We'll identify a small number of shifts to test immediately.

Session 2 | Make the Shift

Work from what happened when you tried something different. We'll go deeper into the identity and behavioral patterns underneath the gap and translate those insights into different choices around authority, voice, delegation, boundaries, accountability, decision-making, and relationships.

Session 3 | Lead Differently

Consolidate what you've learned into a practical operating model. We'll identify what you own, what you need to release, where your attention belongs, how you want to operate under pressure, and the situations most likely to pull you back into old patterns. You'll leave with an Executive Altitude Operating Plan for the next 90 days.

Support Between Sessions

The most important moments rarely happen during a coaching session. They happen before the difficult meeting, when you're tempted to take something back from your team, when you're deciding whether to speak up, or when an old pattern shows up under pressure.

Real-Time Decision Support: High-stakes moments rarely align with scheduled meetings. Between sessions, you have direct, asynchronous access to test a decision, navigate a tense meeting, or calibrate your response before taking action.

What Happens After the Intensive?

About one month after the three intensive sessions, we'll meet for a 60-minute integration session. By then, you'll have had enough time to see what is changing in real conditions.

We'll look at what's holding, where old patterns are reappearing, what still requires attention, and what will help you sustain the shift. You'll leave with clarity about your next stage of development and whether you are ready to carry the work forward independently or would benefit from continued support.

What You'll Leave With

- A clearer understanding of what your role requires from you now.

- Greater clarity about where your attention and authority create the most value.
- Awareness of the patterns most likely to pull you back into lower-altitude work.
- Real experience practicing different leadership behavior in consequential situations.
- A definitive delegation & ownership matrix separating enterprise priorities from task management.
- A tailored 90-Day Executive Operating Framework to lock in the shift.

The objective isn't to make you busier at becoming a better leader. It's to help you lead at the level your role already requires.

Your Investment

Structured private work, plus real-world application across the engagement.

Standard Institutional Rate: \$6,500

(Designed for organizational sponsorship or professional development line-item coverage)

Founding Client Rate: \$3,750 (Available for the first 3 seats)

As I bring this methodology to a small number of social sector leaders this fall, I am reserving three founding seats at a 50% introductory rate. In exchange, founding partners agree to provide candid feedback on the tools and application after the 30-day integration check-in.

About Paula Shannon

I spent 17 years in senior and C-suite roles before founding Whole Leader Lab. I've led complex organizations through crisis, restructuring, board governance, stakeholder pressure, strategic change, and the everyday reality of being accountable when the answers aren't obvious.

I know the difference between understanding leadership intellectually and having to practice it when the stakes are real.

Today I work with senior and C-suite leaders on the inner, relational, and strategic dimensions of leadership, particularly the work below the surface that determines how we actually behave under pressure.

Is This the Right Next Step?

The Executive Altitude Intensive begins with a conversation about the role you're holding, where you feel the gap, what needs to change, and whether a concentrated intensive is the right format for the work.