

DELIVER PROJECTS. DEVELOP OTHERS.

Purpose: Master the systems and strategies to lead at scale without losing sight of what matters most - delivering results for clients and developing high-performing teams. Learn how to lead large complex teams and mentor effectively so you can serve clients with excellence and build a legacy of leadership

The Large Project Mindset

- Overview of large project dynamics: scale, speed, complexity, and risk
- Leadership challenges unique to large-scale environments
- Case studies: What goes wrong when leadership doesn't scale
- Activity: Participants map their current leadership reach vs. project complexity

Scaling Leadership Without Dilution

- Building a consistent leadership brand across firms and functions
- Communicating vision and values across distributed teams
- Leading through influence, not just authority
- Activity: Craft a "Leadership Brand Blueprint" for multi-team visibility

Mentorship in High-Complexity Environments

- Designing scalable mentorship models (peer-to-peer, cross-functional, digital)
- Creating development pathways for emerging leaders
- Embedding mentorship into project norms
- Activity: Mentorship Mapping: Build a scalable mentorship framework

Culture at Scale

- Assessing and aligning culture across multiple organizations
- Using trust metrics and cultural assessments to guide integration
- Creating rituals and systems that reinforce shared values
- Activity: Culture Alignment Lab: Use sample data to identify gaps and design interventions

Decision-Making in Complexity

- Frameworks for leading when information is fragmented or contradictory
- Balancing AI-driven insights with human judgment and experience
- Creating clarity in ambiguity
- Simulation: Lead a fictional project with conflicting data sources and stakeholder priorities

Mobilizing Talent Across Boundaries

- Strategies for onboarding, aligning, and activating diverse teams quickly
- Building systems for feedback, recognition, and accountability at scale
- Leading across generational and cultural divides
- Activity: Design a "Team Activation Plan" for a multi-firm, multi-discipline project

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Date: April 23, 2026
Time: 9:00am – 5:00pm, includes time for a post workshop cocktail
Location: 1667 E 40th St #1A, Cleveland, OH 44103, free onsite parking
Price: \$1,350 Cogence Partners Receive a \$250 discount
Food: Lunch catered by Good Vibe Pies
Dress: Be yourself

This workshop is designed for leaders in the design and construction industry who are navigating the complexity of large-scale or mega projects and want to scale their leadership impact without losing the human connection.

Ideal Participants:

- **Project Executives & Senior Leaders** - Responsible for delivering results across multi-firm, multi-discipline teams
- **Design Directors & Engineering Managers** - Leading innovation and collaboration across complex design environments
- **Construction Managers & Superintendents** - Managing field operations and team dynamics on large, fast-paced projects
- **Emerging Leaders** - Preparing to take on broader leadership roles in high-complexity environments

Why attend:

- **You lead big projects—and big teams.** Learn how to scale your leadership without losing clarity, connection, or control.
- **You want to serve clients and develop people.** Discover systems that help you deliver results while building a culture of mentorship and growth.
- **You're navigating complexity.** Gain tools to lead through ambiguity, fragmented data, and fast-moving environments—especially when AI and human judgment collide.
- **You're building a legacy.** Create alignment across organizations, generations, and disciplines that lasts beyond the project.
- **You're ready to lead at scale.** This workshop is built for leaders who want to elevate their impact across mega projects and multi-firm teams.