

II

AI for tomorrow. *Cohort prospectus.*

A leadership academy for executives whose teams are becoming part-human, part-AI. 6 sessions across 12 weeks, in a cohort of peers senior enough to tell each other the truth. Next cohort: Q3 2026.



The first 6 months look like productivity. *The next 18 look like leadership.*

When agents start doing the work mid-level managers used to coordinate, the job above them changes shape. Less throughput, more judgement. Less coaching individuals, more designing the system the individuals — and the agents — sit inside.

Almost nobody plans for that transition. This academy is the plan: a working cohort where senior leaders redesign their own operating model while the change is happening underneath them, alongside peers doing the same.

The academy exists for the layer where the change actually lands — and where almost no development program is aimed.

WHO THE COHORT IS

Leaders of leaders — EGMs, GMs and executives whose reports run teams now absorbing AI. 12–16 per cohort, deliberately cross-industry, never 2 competitors in the same room.

THE COMMITMENT

6 half-day sessions across 12 weeks, plus roughly 1 hour between sessions applying the work to your own organisation. Sessions run in person; 1 is 1:1 with your facilitator.

WHAT YOU LEAVE WITH

- ♦ An operating review of your own human-machine teams, done and defended
- ♦ An accountability map — which human stands behind which output
- ♦ A judgement-development plan for the managers under you
- ♦ A peer group that persists past the program

From capacity maths to *judgement maths*.

Wk 1

1 · What your job is becoming

The structural shift: expertise and coordination advantage compressing at once. Each participant maps where their own value sits now — honestly, in a room where everyone is doing the same.

Wk 3

2 · Reviewing systems, not outcomes

The skill of auditing how a manager has designed the work — delegation boundaries, verification, failure surfacing — when you can no longer evaluate by sampling the output.

Wk 5

3 · Accountability that doesn't evaporate

Agents create an accountability vacuum by default. Re-anchoring every consequential output to a named human — and making that stick culturally, not just on paper.

Wk 7

4 · The apprenticeship problem

The junior work agents absorbed was the training ground where senior judgement used to grow. Designing the new pathway — what your next generation practises on, and who watches.

Wk 9

5 · Leading the people through it (1:1)

A private session on the human weight of the transition — proud professionals watching their expertise reprice, and your own version of the same. What to say, what to hold, what to stop pretending.

Wk 12

6 · The operating review, defended

Each participant presents their redesigned operating model to the cohort and takes the questioning. What survives this room survives your board.

FACULTY AND IN-HOUSE OPTION



Cohort work — peers senior enough to tell each other the truth.

FACULTY

Led by Andrew Ramsden — executive coach, working AI engineer, and program designer — with Peak State faculty across leadership psychology, facilitation and strategic foresight. The full bench is at peakstate.global/about.

IN-HOUSE COHORTS

For organisations with 12+ leaders at the right level, the academy runs privately: same arc, your context throughout, scheduling to suit. Brief us and we will scope it.

Apply for the Q3 2026 cohort

Places are offered by conversation, not form — 30 minutes to make sure the cohort is right for you and you are right for the cohort.

contact@peakstate.global · 1300 635 830 · peakstate.global