

ZIAversity — 2026 Leadership Education Series

Led by Jonathan Bonanno, PhD (c), Industrial–Organizational Psychology

ZIAversity is ZIA's leadership education series for leaders operating inside complex, scaling organizations. The program is delivered through quarterly, live cohort-based intensives supported by structured learning and ongoing engagement throughout the year. Content focuses on how work actually functions — including structure, authority, decision rights, system design, pressure, and cognitive load — so leaders can reduce reactivity, increase clarity, and build organizations that perform without dependence on individual heroics.

Cohort Curriculum | Quarterly • Live • 2-Day Intensives

Q1 | March 26–27 — Sensemaking in Complex Work Systems

Leaders learn to accurately diagnose organizational challenges by distinguishing surface-level symptoms from underlying structural causes. This cohort builds shared language for understanding how work flows, where cognitive load accumulates, and how invisible work distorts outcomes.

- Distinguish symptoms, patterns, and structural causes of issues
- Identify invisible work and sources of cognitive overload
- Reduce misattribution, blame, and reactive decision-making
- Create shared understanding of how systems drive behavior
- Intervene at the appropriate structural level

Q2 | June 25–26 — Leadership Containment & Psychological Safety

This cohort examines how pressure, urgency, and emotion move through organizational systems and land on leaders. Participants learn how to stabilize teams without rescuing, overfunctioning, or absorbing emotional load.

- Understand how stress and urgency move through teams
- Differentiate containment from rescuing or withdrawal
- Reframe psychological safety as clarity and boundaries
- Reduce escalation and improve trust under pressure
- Hold teams steady during change

Q3 | September 24–25 — Designing Conditions for Workability

Sustainable performance is produced by systems, not effort. This cohort focuses on intentionally designing roles, workflows, and decision structures that support accountability and ownership.

- Shift from managing people to designing work systems
- Clarify roles, workflows, and decision rights
- Identify and remove friction caused by poor design
- Reduce reliance on managerial oversight
- Increase ownership without increasing pressure

Q4 | December 3–4 — Leadership Identity in Healthy Systems

As organizations mature, leadership must evolve. This cohort explores how authority, influence, and leadership identity change as systems become healthier and less dependent on individual leaders.

- Understand how leadership identity evolves over time
- Identify patterns of over-centralization and dependency
- Redefine leadership away from proximity and control
- Lead through stewardship and system health
- Build long-term organizational capacity

Investment

Early Registration (Cohort I only): \$497 per seat (register by February 29)

Standard Rate: \$697 per seat, per cohort (effective March 1)

Full 2026 Series (All 4 Cohorts): \$2,199 paid in full

Format & Expectations

Virtual, live-facilitated • Two full working days per cohort • Quarterly cadence • Active participation expected; this is an applied leadership education series.

Learn more & register: www.talentbyzia.com/ziaversity