

CAREER ACCELERATOR · FALL 2026

Approval Kit

Everything your manager needs to know.

A five-part virtual series for professionals who want to take charge of their careers. This packet covers what the program is, what it costs, who teaches it, and what to expect in an employee's development.

Why this request is worth approving.

This packet is designed for managers or approval administrators for an employee participating in the Career Accelerator series.

WHAT IT ADDRESSES

Most development feedback is difficult to act on. Employees are told to be more strategic, show more executive presence, or build stronger relationships across the organization. While they might agree with the feedback, they might not know what to do about it.

The Career Accelerator is designed to answer that question. Each session focuses on a single skill, works through a real-life situation, and ends with a tool they can apply that week. Sessions are live, virtual, one hour, and capped to maximize participation.

WHAT TO EXPECT AFTERWARD

- Clearer and more confident communication in meetings and 1:1 settings
- Strategic thinking applied to projects and problems
- Methods for building relationships across teams that help move projects forward
- A clearer sense of what they want next, which is where growth conversations begin

AT A GLANCE

Format	Five live, virtual sessions.
Schedule	Fridays, October 2 to October 30, 2026. 10 to 11 am PT / 1 to 2 pm ET.
Time commitment	One hour a week for five weeks, plus one short pre-work exercise (session 5).
Cost	\$999 for the All-Access Pass, a \$1,750 value. \$250 for a single session.
Included	Live session, recording, and toolkit. All-Access Pass includes a complimentary one-hour 1:1 coaching session (\$500 value).
Taught by	Three senior practitioners with leadership experience from Adobe, Apple, Intuitive Surgical, and Splunk.

Five sessions. One hour each.

Each session focuses on a specific skill area, gives participants concrete tools to work with, and is built around the realities of navigating inside an organization. Sessions can be taken as a full series or individually. Full detail on each one follows.

- 01** October 2 **Reframing Imposter Syndrome**
Build a more accurate view of where you stand, understand the patterns that fuel self-doubt, and take a more constructive approach to feedback, risk, and growth.

- 02** October 9 **Thinking Strategically**
A repeatable way to step back, frame the problem, and connect your work to the bigger picture, plus practical ways to make your contributions visible.

- 03** October 16 **Communicating with Credibility**
Practical skills to plan a message, deliver it with confidence, and follow through so it sticks.

- 04** October 23 **Navigating Your Organization**
How to navigate the matrix, grow your internal visibility, make smart use of white space, and build intentional relationships across teams.

- 05** October 30 **Taking Ownership of Your Career**
Assess what matters most, shape the role you are in or explore a new direction, and put support structures in place to keep momentum.

All sessions are held live from 10 to 11 am PT / 1 to 2 pm ET. Recordings are available to All-Access Pass holders through November 30.

Reframing Imposter Syndrome

At some point, most accomplished professionals feel they don't belong or fear that they will eventually be found out. Those feelings tend to appear when you are stretching, growing, or taking on something new. Left unchecked, they can quietly influence the opportunities you pursue, the risks you are willing to take, and ultimately the trajectory of your career.

Action builds competence, and competence builds confidence.

WHAT WE WILL COVER

This session gives you a simple, repeatable framework for the moments when self-doubt shows up, along with practical tactics we have seen work firsthand. You will work through a real situation from your own career and leave with concrete strategies to build confidence, act despite uncertainty, and continue growing.

TAKEAWAYS OF THIS SESSION

- A way to recognize self-doubt and see it as a normal sign of growth
- The ability to reframe limiting beliefs using evidence and a growth mindset
- The difference between a confidence gap and a skill gap, and what each one needs
- Practical habits that build confidence through intentional action
- One concrete action to apply immediately at work

Available on its own for \$250, or as part of the All-Access Pass.

Thinking Strategically

Have you ever been told to be more strategic? Strategic thinking is a hallmark of leadership in an organization. But if you have built your career on strong execution, it can be hard to change your approach. It can be even harder to be recognized for that growth.

Strategy is the wide-angle lens. Tactics are the zoom.

WHAT WE WILL COVER

This session covers the difference between strategic and tactical work, a framework of questions that brings strategic thinking to any project, and the specific things you can do to ensure your thinking carries weight in the room. You will practice on a real example and leave with actionable tools and techniques to position yourself as strategic at work.

TAKEAWAYS OF THIS SESSION

- A clear line between strategic and tactical work
- Five questions for strategically approaching any project
- Language for meetings and senior stakeholders that signals strategic thinking
- The confidence to speak up strategically, even if you aren't the most senior person in the room
- One concrete change to start applying at work right away

Available on its own for \$250, or as part of the All-Access Pass.

Communicating with Credibility

Have you been told you need more executive presence, gravitas, or polish? It is frustrating feedback, because it almost never comes with instructions. What people usually mean is more concrete and learnable: effective communication.

Effective communication relies on the planning just as much as the delivery.

WHAT WE WILL COVER

This session focuses on the three core phases of powerful communication: before, during, and after. You will learn how to plan a message that moves your audience, deliver with confidence and authority, and follow up effectively afterward. Five specific moves give you something to reach for when a conversation gets hard, and you will practice them on a shared scenario.

TAKEAWAYS OF THIS SESSION

- A repeatable way to prepare any important communication
- The ability to read a conversation and adjust while it is still happening
- Five moves for pushback, hard questions, and moments that go sideways
- Delivery habits that read as confidence, in person and in writing
- One concrete change to put into practice right away

Available on its own for \$250, or as part of the All-Access Pass.

Navigating Your Organization

Most professionals believe career growth comes from doing great work. It does, but that's only part of the equation. Growth also comes from understanding how your organization really works, building trusted relationships beyond your immediate team, and creating value in ways that increase your impact. That work is rarely on anyone's job description, but it makes a difference in the opportunities that come your way.

Great work is only part of the equation.

WHAT WE WILL COVER

This session covers how to navigate your organization with intention. You will learn how influence and reputation are built by understanding the informal dynamics of your company, building authentic relationships across teams, and earning trust through consistent follow-through. You will also discover how to identify the white space of important opportunities that no one owns and use it to increase your value and visibility. Through an interactive working session, you will map your own network and identify meaningful connections to strengthen it.

TAKEAWAYS OF THIS SESSION

- A practical framework for navigating your organization with greater confidence and intention
- A personalized map of the relationships that matter most and where to build new ones
- Practical strategies for building trust and expanding your influence across teams
- A simple method for spotting white space opportunities that increase your value
- One concrete action to take in the next month

Available on its own for \$250, or as part of the All-Access Pass.

Taking Ownership of Your Career

It is easy to build a career by saying yes to what looks good on paper and ending up in a role you never chose. Being good at your work can carry you from one thing to the next without pausing to ask whether it is the direction you want. This session is about stepping back, getting clear on what matters to you, and deciding what comes next on your own terms.

Momentum beats a perfect roadmap.

WHAT WE WILL COVER

This session helps you get clear on your values and use them as a compass for the decisions ahead. You will align those values with your strengths, identify the network that can help you get there, and choose one action to build momentum. A short pre-work exercise gets you ready, so we can make the most of the hour together.

TAKEAWAYS OF THIS SESSION

- A clear set of your core values, defined and ranked
- A read on how you are optimizing your strengths
- A first map of the network that can help you grow
- Practical tools to keep revisiting as your priorities shift
- One clear next step to take in the coming weeks

Available on its own for \$250, or as part of the All-Access Pass.

The All-Access Pass

The All-Access Pass covers all five sessions, five replay recordings, all toolkits, and a private 60-minute coaching session with one of our practitioners. Each session builds on the ones before it.

\$999

ALL-ACCESS PASS

A \$1,750 value.

Purchased separately, the five sessions come to \$1,250 and the private coaching hour is \$500. The All-Access Pass includes all of it, along with the recordings and toolkits from every session.

All five live sessions

Every session in the Fall 2026 cohort. Live, interactive, and capped.

Session recordings

Missed a session? Every recording is available to rewatch until November 30.

Complimentary 1:1 coaching

A 60-minute private coaching session with one of our practitioners. A \$500 value.

Session materials

Practical tools and toolkits from every session to keep and apply.

ABOUT THE COACHING SESSION

After the series concludes, All-Access Pass holders choose a coach from among our facilitators and book a one-hour session at a time that works for their schedule. The session focuses on a priority the participant selects: completing an individual development plan, working on a specific skill, or navigating a challenge at work.

This is private, confidential executive coaching with a leadership practitioner who has already spent five weeks with the participant.

Flexible options for every path.

Registration is available by corporate or personal credit card at altos-collective.com/career-accelerator.

SINGLE SESSION

\$250

One live session of your choice

- › One live, interactive session
- › Recording of that session
- › The toolkit for that session

ALL-ACCESS PASS

\$999

A \$1,750 value

- › All five live sessions
- › Recordings through November 30
- › Toolkits from every session
- › A 60-minute 1:1 coaching session, a \$500 value

FOR TEAMS

Groups of five or more employees from the same company receive a discount when registered together, and the company can be invoiced rather than paying by individual credit card if preferred. Company-sponsored cohorts are also available. Contact hello@altos-collective.com for more information.

Questions, or ready to enroll a group? hello@altos-collective.com

Three practitioners. One collective.

Altos Collective grew out of a shared experience at Adobe, where each of us played a role in the company's massive growth and business model transformation. We have since worked in influential software and healthcare companies, developing leaders and coaching executives.

Katie Juran

FOUNDER & PRINCIPAL, JURAN STRATEGIES

Katie specializes in executive communications and employee experience. She brings more than 20 years of leadership experience at companies including Adobe and Intuitive Surgical, where she most recently served as Vice President of People Experience. She is the architect of the CEO Horizon™ framework and works with leaders to clarify their message, strengthen their presence, and build engaging cultures.

Liz Quinn

FOUNDER & PRINCIPAL, EBQ COACHING

Liz is an ICF Professional Certified Coach (PCC) and global HR leader with more than 28 years of experience coaching executives and leadership teams in technology organizations including Apple and Adobe. Today, Liz partners with leaders from Fortune 500 companies, startups, and nonprofit organizations, aligning who they are with how they lead and building greater clarity, confidence, resilience, and impact.

Susan Rusconi

FOUNDER & PRINCIPAL, LEADUP

Susan specializes in leadership development and team effectiveness, bringing 25+ years of experience at Adobe and Splunk. A former senior leader in talent development, she designs practical, high-impact experiences that help leaders navigate change, strengthen team performance, and translate strategy into action. Susan is certified in several leadership assessment tools and has guest lectured at UC Berkeley's Haas School of Business.

Career Accelerator FAQs

Who is the Career Accelerator series for?

The Career Accelerator series focuses on individual leadership skills, ranging from strengthening your communication and strategic thinking to helping you navigate your career with greater confidence. It is ideal for early- to mid-career professionals, but is open to anyone who wants to improve in these areas.

How is the Career Accelerator experience structured?

The Career Accelerator consists of five one-hour live workshops held over the course of five weeks. We highly recommend enrolling in the All-Access Pass to attend all five. But you can also enroll in individual sessions that accommodate your schedule or career goals.

What is included in the All-Access Pass?

The All-Access Pass includes all five one-hour workshops; toolkits; replays of all sessions; and a complimentary 1:1 coaching session valued at \$500. Each session builds on the prior sessions, so we recommend the All-Access Pass to gain maximum career value. The pass is a \$1,750 value.

What is included in a single session purchase?

The single session purchase provides access to the live one-hour session, replay of that session, and the related toolkit.

Who are the instructors?

Career Accelerator sessions are taught by three senior executives with deep expertise in these subjects: Katie Juran, Liz Quinn, and Susan Rusconi. Full bios are included earlier in this packet, and at altos-collective.com/about.

Will my employer reimburse my enrollment fee?

This may be covered if your manager or company reimburses for professional development courses. However, it is not an accredited higher education program, which is typically required for formal tuition reimbursement programs. This packet is designed to be shared directly with your manager or through your company's approval process.

How do I purchase a seat?

You can purchase your place using a corporate or personal credit card. Links to registration are available on the Career Accelerator page at altos-collective.com/career-accelerator.

Do you provide a discount for group enrollments?

We do provide a discount for enrollments of five or more employees from the same company, if registered as a group. You can pay by invoice rather than individual credit card if needed to meet your company's procurement requirements. Contact us at hello@altos-collective.com for additional details on group registration.

What is your cancellation policy?

We are not able to provide refunds following registration. However, your enrollment may be transferred to a friend or colleague. Contact us by email to request the transfer. All-Access Passes may not be transferred after the first session, but participants will receive the replays and materials for all five sessions regardless of live attendance.

What is involved in the complimentary coaching session that is included in the All-Access Pass?

Following the conclusion of the Career Accelerator series, if you have purchased the All-Access Pass, you will have the opportunity to select a coach from among our facilitators and book a one-hour session that works for your schedule. The coaching session will focus on a priority of your choice: completing an individual development plan, working on a specific skill, or navigating a work situation you are facing. This executive coaching is typically \$500 per hour but is complimentary with the All-Access Pass.

May I purchase a coaching session even if I don't have the All-Access Pass?

Yes, individual coaching is available if you would like to continue your career development on an individual basis. More details will be provided following the sessions.

What if I have other questions?

Contact us at hello@altos-collective.com.



READY WHEN YOU ARE

Real support for real leaders.

The Career Accelerator runs Fridays, October 2 through October 30, 2026, live from 10 to 11 am PT.

Register at altos-collective.com/career-accelerator

For group registration, invoicing, or a company-sponsored cohort, write to hello@altos-collective.com.

altos-collective.com · hello@altos-collective.com