

# **Independent Clinical Review**

## **Altum 90-Day Leadership Series**

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### **Re: Clinical Review of the Altum 90-Day Leadership Series**

I have reviewed the structure, reflective components, leadership framework, and integration of coaching within the full 90-Day Leadership Series, with specific attention to its developmental integrity and psychological responsibility. From my perspective as a therapist focusing on recovery from trauma and restoration of an integrated Self, I find the process to be clear, grounded, psychologically responsible, and effective.

#### **Developmental Integrity**

This course is structured to enhance progressive change beginning with awareness. Without awareness, nothing changes. The progression of the four A's: Awareness, Acknowledgement, Acceptance and Adaptation is systematically and clearly laid out in simple, easy to understand steps which flow from initial awareness to the final step of gradual adaptation.

The approach of non-judgmental encouragement and intrapersonal curiosity avoids default reactivity to perceived criticism, resistance to change and fear of judgment. Developmental integrity is essential to the process of initiating lasting change and the structure of this approach allows for incremental progress by fostering emotional safety, openness to intentional change, and noticeable leadership progress.

#### **Reflective Process Within Organizational Setting**

The goals of this course are increased self-awareness, aligned integrity with core values and strengths, recognition of patterns, and identification of the internal processes that either advance or inhibit effective leadership.

The reflective approach invites curiosity rather than defensiveness. This is particularly important for individuals who tend to withhold, withdraw, or undermine their innate leadership abilities out of ingrained protectiveness learned in early life experiences.

## **Psychological Responsibility and Boundaries as Opposed to Therapy**

The goal of this program is growth, not resolution of reactivity to past experience, which differentiates this process from traditional therapy that focuses on identifying psychological impairments for resolution.

By focusing on strengths — how to identify, increase, improve, and regulate them — the individual is encouraged to shift attention from fear of judgment to expansion of positive attributes. The invitation to notice how the individual shows up in moments of tension allows the opportunity to begin the shift in responses from contraction to expansion.

By inviting attention to values as anchors for leadership behaviors, the process creates a solid foundation for implementation of subsequent steps and ensures growing integrity of leadership behavior. The program is appropriate for organizational leadership development settings and maintains clear professional boundaries.

## **Efficacy of Awareness, Alignment and Behavioral Application**

By increasing awareness of thought and somatic reactivity, this process strengthens insight, decreases defensiveness, and invites recognition of what “feels right.” Humans respond to somatic cues quickly, and much behavior follows these signals.

The introspective approach — as opposed to an imperative to “change” behavior — feels safe and creates room for strengthening the individual’s internal locus of control. From this foundation, incremental change becomes possible and increasingly appealing, optimizing choice in each subsequent step.

By differentiating values, behavior, and goals, the individual has a clear pathway to enhancement and growth in innate qualities of leadership.

## **Integration of Curriculum and Coaching**

Coaching takes what has been learned during the examination period, both through introspection and experimentation, and processes these learned behaviors with validation of progress and

positive feedback. This approach increases self-awareness, self-esteem, and a sense of self-efficacy.

The incremental accrual of definable and palpable improvements in leadership abilities are reinforced and cemented in the coaching experience.

The 90-day time increment is a standard and appropriate period for shifting entrenched ideas and supporting a recognizable learning curve. This approach avoids the defensive reactivity many people have toward change and creates an experience that is safe, successful, and worthwhile.

I highly recommend the Altum 90-Day Leadership Series as a structured, psychologically responsible leadership development program appropriate for organizational settings.