ROG+ PARTNERS, LLC

ERIN COUPE

Designing Leadership That Performs Under Pressure

November 5, 2026

Modern leadership struggle

COGNITIVE OVERLOAD

Pressure clouds judgment, fragments attention, and compromises decision-making.

EMOTIONAL LEAKAGE

Internal stress influences how we respond, communicate, and interact with others.

PRESSURE CULTURE

Repeated patterns of urgency, control, and reactivity become normalized across teams.



©Authentically EC Inc. I erincoupe.com

Leadership starts with self-awareness

Your brain defaults to efficiency and patterns.

You cannot change what you do not notice.

Awareness creates choice.

Choice creates change.

©Authentically EC Inc. I erincoupe.com





Every interaction leaves an imprint

You cannot control someone's perception of you, but you can control how you show up.

What do others experience after interacting with me?

©Authentically EC Inc. I erincoupe.com

Presence is power.

Your role gives you responsibility. How you show up determines **your influence.**

©Authentically EC Inc. I erincoupe.com

The alignment formula

CLARITY + INTENT + ENERGY

What actually matters?

How do I want to approach it?

What am I bringing to it?

©Authentically EC Inc. I erincoupe.com

The way you operate becomes the way your organization operates.

©Authentically EC Inc. I erincoupe.com

The leader's ripple effect

- How you think directs **decisions**
- How you communicate shapes **collaboration**
- How you show up influences **culture**
- How you make people feel builds or erodes **trust**



©Authentically EC Inc. I erincoupe.com

Growth will always require practice.

Awareness → Choice → Practice → Change

©Authentically EC Inc. I erincoupe.com

WITH GRATITUDE,

Erin

erincoupe.com

@AuthenticallyEC

/Erin-Coupe



ROG+ Partners

40119227

Designing Leadership That Performs Under Pressure

GOSCONF26-104

Erin Coupe

November 5, 2026

CES for AIA members. Certificates of Completion for both AIA members and non-AIA members are available upon request.

This course is registered with AIA CES for continuing professional education. As such, it does not include content that may be deemed or construed to be an approval or endorsement by the AIA of any material of construction or any method or manner of handling, using, distributing, or dealing in any material or product.

Questions related to specific materials, methods, and services will be addressed at the conclusion of this presentation.

Course Description

Architecture and engineering firm leaders operate in environments shaped by growth, competing priorities, talent demands, and increasing organizational complexity. Sustained pressure can compromise judgment, influence communication, and create patterns that undermine leadership effectiveness and firm performance.

This session examines how self-awareness, intentional decision-making, and energy stewardship strengthen leadership under pressure. Participants will explore how inherited beliefs and reactive behaviors influence organizational culture, and how pragmatic leadership practices can improve clarity, trust, collaboration, and sustainable performance.

Learning Objectives

At the end of the this course, participants will be able to:

1. Identify how cognitive overload, inherited beliefs, and sustained pressure influence leadership judgment and decision-making.
2. Examine how leadership behaviors, emotional responses, and communication patterns affect organizational culture, trust, and team performance.
3. Apply intentional decision-making practices to improve clarity, strengthen alignment, and reduce reactive behaviors under pressure.
4. Develop practical leadership practices that support energy stewardship, shared ownership, and sustainable performance within their firms.

This concludes The American Institute of Architects
Continuing Education Systems Course

ROG+ Partners

Ashley Cristman
acristman@rog-partners.com