

THE COHERENCE ARC™

BUSINESS LEADERSHIP

User Book by :

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HELLO I AM AUDREE GRUBESIC

I'm a leader in modular and offsite construction, known for connecting innovation, execution, and human-centered leadership across the built environment. I bring over two decades of experience in real estate development, strategic marketing and sales growth, along with industry collaboration to advance scalable construction solutions and meaningful community impact.

OUR VISION

To transform how leaders think, decide, and lead—by aligning internal clarity with external performance.

Aligning Body, Strategy, and Leadership

OUR MISSION

The Coherence Arc™ exists to redefine leadership in high-performance industries by integrating presence, strategy, and human connection. It creates leaders who are not driven by pressure or reactivity, but by clarity, alignment, and intentional action—resulting in stronger teams, better decisions, and more sustainable outcomes.



“

*Leadership begins
with alignment,
not authority.*

5 PILLARS



The Coherence Arc™

A five-part executive development experience designed to align body, strategy, and leadership equipping leaders to operate with clarity, resilience, and intentional decision-making.

1. AWARENESS

- Develop the ability to pause, observe, and recognize internal and external triggers
- Strengthen self-awareness to reduce reactivity and improve clarity under pressure
- Build awareness of thought patterns, emotional responses, and leadership habits

2. IDENTITY

- Clarify personal leadership values, beliefs, and decision-making patterns
- Align leadership voice with authenticity rather than external expectations
- Strengthen confidence in how you show up, communicate, and lead

3. PURPOSE

- Define clear direction and align goals with meaningful outcomes
- Improve decision-making by filtering distractions and competing priorities
- Connect daily actions to long-term vision and impact

4. CONNECTION

- Build trust through intentional communication and active listening
- Strengthen relationships by understanding team dynamics and perspectives
- Create environments that support collaboration, transparency, and alignment

5. INTEGRATION

- Translate insight into consistent, aligned action in real-world leadership scenarios
- Balance execution with presence to sustain performance over time
- Reinforce new leadership behaviors through intentional, repeatable practices

LEADERS PAUSE

- You don't become a better leader by pushing harder.
- You become a better leader by knowing when to pause.
- Recovery is not a reward—it's part of high performance.

DIFFERENCE

Reaction = automatic, fast, emotional

Response = intentional, thoughtful, grounded

REACTION MODE

In this reaction mode:

- You answer before fully listening
- You make quick decisions to relieve pressure
- You speak from emotion (frustration, fear, urgency)
- You focus on fixing instead of understanding

RESPONSE MODE

In this state:

- You listen fully before speaking
- You take a moment to think and process
- You choose your words and actions intentionally
- You consider people, outcomes, and long-term impact



REACTION VS. RESPONSE

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REFLECTION

UNDERSTANDING YOUR ENERGY



MASCULINE ENERGY

This is the part of leadership energy that:

- Sets goals
- Creates plans
- Makes decisions
- Drives results
- Holds accountability

You need this to move things forward. "Masculine energy builds the path."



FEMININE ENERGY

This is the part of leadership energy that:

- Listens and observes
- Builds relationships
- Reads the room
- Encourages ideas and creativity
- Adapts and allows space

You need this to lead people effectively. "Feminine energy understands the people walking the path."



BALANCE OF BOTH ENERGIES

- Clarity + connection drive better leadership — structure meets awareness
- Direction + adaptability create sustainable performance
- Accountability + trust build stronger teams
- Great leaders know when to shift between both

STILLNESS AS A STRATEGY

MICRO-PAUSES. MAXIMUM IMPACT.

What "Stillness" Means in Your Work

- Creating intentional pause before reaction
- Separating signal from noise in high-speed environments
- Leading from grounded awareness rather than urgency
- Allowing clarity to emerge instead of forcing decisions



The 10-Second Pause

When: Before responding in meetings or conversations

Ask:

- Take one slow breath
- Delay your response by 10 seconds

Outcome: Moves you from reaction to response

The "One Question" Reset

When: Decision-making under pressure

Ask:

- What actually matters right now?"
- Guide me: Cut through noise

Outcome: Creates immediate clarity

The End-of-Day Reflection

When: Stress, pressure, overwhelm

Ask:

- Inhale (4-5 seconds)
- Exhale (6-7 seconds)
- Repeat 3-5 times

Outcome: Rewires the nervous system + restores clarity

Box Breathing (4-4-4-4 Method)

When: Improve focus and mental clarity

Ask:

- Inhale 4 seconds.
- Hold 4 seconds.
- Exhale out mouth 4 seconds.
- Hold 4 seconds out breathe

Outcome: Rewires the nervous system + restores clarity

The Meeting Stillness Practice

When: In any group setting

Ask:

- Be the last person to speak
- Listen fully before responding
- Observe tone, energy, and reactions

Outcome: Strengthens connection + leadership presence

The Transition Reset

When: End of day

Ask:

- Where did I react today?
- Where did I respond with clarity?
- What will I shift tomorrow?

Outcome: Builds awareness + consistency



Breathe Reset Exercises

RESET YOUR **BREATH**. RESET YOUR **MIND**.
RESET YOUR **LIFE**.

THE :60 RESET BREATH

USE: IN THE MOMENT

(stress, tension, quick decisions)

GOAL: INTERRUPT REACTION

restore clarity fast

HOW TO PRACTICE



PAUSE

Stop speaking or typing
Drop your shoulders



BREATHE

- Inhale (4 seconds through nose)
- Exhale (6 seconds through mouth)
- Repeat 4-5 cycles



CHOOSE

- Ask: "What is the best response right now?"

WHAT IT DOES

- Calms the nervous system quickly
- Slows impulsive reactions
- Creates space for intentional decisions



OBSERVE RESET BREATH

USE : Emotional triggers, conflict, complex decisions

GOAL : Shift from emotion → awareness → alignment

HOW TO PRACTICE

1 OBSERVE (1 BREATH)

- Inhale: notice what you feel
- Exhale: name it silently
(stress, frustration, pressure)

2 SEPARATE (2 BREATHS)

- Inhale: What is fact?
- Exhale: What is assumption?

3 ALIGN (2 BREATHS)

- Inhale: What matters most?
- Exhale: What aligns with my values?

4 CHOOSE (1 BREATH)

- Inhale: clarity
- Exhale: intentional action

What It Does

- Creates awareness before reaction
- Separates emotion from reality
- Aligns decisions with values and strategy

THE COHERENCE ARC™

REFLECTION PROMPTS

Pause. Reflect. Realign.
Build awareness. Lead with clarity.



Observer Prompts (Foundation Layer)

- What am I experiencing right now?
- What am I reacting to vs. what is actually happening?
- Where am I holding tension—in my mind or body?
- What am I avoiding seeing clearly?
- If I paused fully, what would I notice?
- What emotion is present, and what is it trying to tell me?
- Am I responding to facts or to assumptions?
- What story am I creating about this situation?
- Where might I be taking this personally?
- What would this look like if I stepped back and observed it neutrally?

REFLECTION

A large white rectangular area for reflection, framed by a gold border, set against a dark blue background with abstract geometric shapes. The white area is intended for handwritten notes or reflections.

THE COHERENCE ARC COMMITMENT™

Take a moment to choose how you will lead differently.
Not perfectly. | Not all at once. | But intentionally.



ASK YOURSELF:

- ▶ WHERE HAVE I BEEN REACTING INSTEAD OF RESPONDING?
- ▶ WHAT HAVE I BEEN AVOIDING THAT I'M READY TO FACE?
- ▶ WHAT DOES ALIGNED LEADERSHIP LOOK LIKE FOR ME NOW?

MAKE IT PERSONAL

Choose one commitment:

- ✓ I WILL PAUSE BEFORE I RESPOND
- ✓ I WILL LISTEN FULLY BEFORE SPEAKING
- ✓ I WILL LEAD FROM CLARITY, NOT PRESSURE
- ✓ I WILL CREATE SPACE INSTEAD OF URGENCY
- ✓ I WILL TRUST MYSELF IN MY DECISIONS



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A person stands on a rock in a calm lake at sunset, with their arms outstretched towards the horizon. The sky is a mix of deep blue and orange, and the mountains in the background are silhouetted against the light. The person's reflection is clearly visible in the still water.

Thank you

Thank you for your willingness to pause.

Thank you for your courage to reflect.

Thank you for choosing growth.

Thank you for showing up for yourself and for one another.

May you gain greater awareness, deeper connection,
stronger purpose, and the courage to lead with
both heart and conviction.

THE COHERENCE ARC™

AWARENESS → IDENTITY → PURPOSE → CONNECTION → INTEGRATION

SEE YOURSELF → KNOW YOURSELF → ALIGN YOUR WORK → CONNECT DEEPLY

→ LIVE IT DAILY

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