

Carol Grojean, PhD, Introduces New Framework to Measure Leadership Coherence

The Coherence Advantage™ Brings Data to the Human Side of AI Transformation, Strengthening Leadership Team Alignment Through Social Neurotechnology

MONTEREY, CA, UNITED STATES, August 12, 2026 /EINPresswire.com/ -- [Carol Grojean, PhD](#),

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The one thing machines cannot manufacture: the coherence of leaders and the teams they lead. The breakthrough is that we can finally see it, measure it, and intentionally cultivate it.”

Carol Grojean, PhD

principal of Grojean Consulting and founder of the Coherence Method™, today introduced The Coherence Advantage™, a five-month executive leadership development program designed to help leaders strengthen the human capacities that determine leadership effectiveness, organizational alignment and successful AI adoption. Built on the Coherence Method™, the program combines the Leadership Coherence Index™, which measures how leaders perceive their own coherence, with objective physiological synchrony data from Synergy's AI-powered social neurotechnology platform.

As organizations accelerate AI adoption, many are discovering that technical capability alone is not enough. The differentiator is no longer what AI can do, but how coherently leaders and teams think, decide and work together. That coherence has always been assessed by asking. It can now be measured directly, in the body, in real time.

"Most leadership teams I work with believe they are aligned," Grojean said. "As AI makes intelligence abundant, the scarce advantage becomes the one thing machines cannot manufacture: the coherence of leaders and the teams they lead. Leaders have always known that. The breakthrough is that we can finally see it, measure it, and intentionally cultivate it."

Grojean brings 22 years of experience leading billion-dollar transformation programs at Microsoft, and now advises executives, governments and organizations navigating the human dimensions of change. She contributed to AI strategy development in Thailand; has spent years researching the neuroscience of flow, coherence and human potential; and guides founders and senior leaders through immersive land-based leadership experiences. She holds a doctorate in

Transformative Social Change, three master's degrees and an ICF coaching certification. Her work is further informed by years of direct study and participation in developmental, contemplative and ceremonial traditions across cultures.

The Coherence Advantage delivers the five-phase Coherence Method, integrating nervous system regulation, strategic clarity, behavioral architecture, identity transformation and systemic integration. It is designed to help leaders, founders and organizations move from overwhelm and fragmentation into coherence, synchrony and grounded leadership.

The Leadership Coherence Index™ captures perception across five domains of leadership effectiveness.

Grojean pairs it with Syneurgy's AI-powered social neurotechnology platform, which measures what is actually happening between people through behavioral and physiological signals of synchrony that traditional engagement surveys cannot detect. The gap between perception and physiology becomes the signal, revealing where leadership alignment is genuine and where it is breaking down.

"AI is an amplifier, and it scales incoherence exactly as fast as it scales output," she said. "The organizations winning with AI are not the ones with the best tools. They are the ones coherent enough to use them."

Her exploration of transformation appears in the documentary "Vision Quest," produced by Exalted Media and directed by Jan Becker. The film streams on Prime Video, Google Play and YouTube. Featured in The Hollywood Reporter, the 83-minute film follows four participants through a four-day vision quest in the California high desert.

To learn more about Carol Grojean, The Coherence Advantage, the Coherence Method and the Leadership Coherence Index, visit carolgrojean.com. Information about the documentary is available at visionquestfilm.com.



Carol Grojean, PhD, founder of the Coherence Method™

About Carol Grojean, PhD

Carol A. Grojean, PhD, is a social systems scientist, writer, speaker, and leadership advisor exploring what it means to be human in an age of accelerating technology. She holds a PhD in Transformative Social Change, three master's degrees, and an ICF coaching certification, and has led billion-dollar transformation initiatives for global organizations, advised executives and governments on AI and organizational transformation, and guided leaders in developing the human capacities essential for navigating complexity. Her work is further informed by years of direct study and participation in developmental, contemplative, and ceremonial traditions across cultures. Through the Coherence Method™ and the Leadership Coherence Index™, which she delivers in partnership with Syneurgy, whose AI-powered social neurotechnology platform detects signals of team synchrony that engagement surveys cannot, she makes coherence measurable rather than merely felt, helping leaders and organizations move from fragmentation to coherence, enabling clearer thinking, stronger alignment, and more effective leadership in the age of AI.

Heather Burgett
The Burgett Group, Inc.
+1 310-633-4801
[email us here](#)

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