



Leadership isn't meant to be lonely.

The CEO Syndicate brings trusted peers, expert facilitation and real-world insight into the rhythm of your leadership – so you can lead with clarity, confidence and the support of those who understand what's at stake.

Leadership at the top carries more than just responsibility – it carries weight

CEOs operate in an environment of constant complexity. Markets shift, expectations escalate and decisions come faster – often without the luxury of clarity. You're responsible for growth, risk, people, culture and future direction. And you're expected to do it all with calm confidence, even when the path ahead isn't clear.

Boards want long-term vision. Teams need day-to-day reassurance. Shareholders want immediate results. And those closest to you often don't see the whole picture.

It's not just pressure – it's isolation.

You may have support around you, but very few who truly understand what it's like to carry it all. The hardest decisions are often made alone. And the higher you rise, the fewer spaces you find for real challenge, honest reflection or useful perspective.

That's where The CEO Syndicate comes in.

It's a confidential, curated group of leaders who know what it's like to sit in your seat – and who are committed to helping each other lead better, decide smarter, and stay resilient under pressure.

This is where high-stakes leadership meets high-trust support. Where you can think clearly, speak openly, and step back just enough to see what really matters.

Because even at the top, no leader should walk alone.

An advisory experience shaped by CEOs

The CEO Syndicate is the flagship offering of The CEO Institute – the original and most trusted peer advisory experience for senior business leaders in Australia, New Zealand and Singapore.

With more than 30 years of impact and 6,500+ alumni, it's a proven model for sharpening strategy, navigating complexity and building lasting clarity. Each group is made up of non-competing CEOs, Managing Directors and Founders – forming a high-trust circle that brings perspective, challenge and insight to the most critical decisions you face.

The syndicate provides a leadership rhythm. A monthly reset designed to sharpen thinking, share experience and give you space to lead with greater clarity and confidence.

Who's it for?

The CEO Syndicate is built for senior business leaders who carry full leadership responsibility. This includes:

- / Current CEOs, Managing Directors, Founders and Business Owners**
- / Leaders with P&L responsibility at the top of their enterprise**
- / Individuals leading organisations at any scale - from \$5M startups to \$100B+ multinationals**

Participants are growth-minded, open to contribution, and ready to support and be supported by others who lead at the same level.

Each group is capped at 12–16 members to ensure depth, trust and active engagement across the experience.

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The open dialogue and diverse experience within the group provides a trusted space for real-world problem-solving.

This is because some of the challenges I face, may have already been overcome by some of the others in the syndicate. I am always taking away actionable insights from both the group and the great speakers presenting each meeting. Every session brings something valuable I can apply to the business.

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Jamie Hunt
CEO | Anzor Fasteners

Clarity, challenge and connection – delivered monthly, by design

The CEO Syndicate runs as a structured, in-person experience – with monthly half-day sessions designed to create consistent space for thinking, reflecting and recharging.

Every group is facilitated by an experienced Chair with deep commercial and leadership expertise. They guide the session, anchor the culture and draw out insight that turns conversation into action.

Each meeting follows a proven rhythm – bringing new perspectives into the room, surfacing critical issues and helping members leave with sharper thinking and stronger resolve.

Sessions include:

/ Expert guest insights – ‘Thought leadership’

Curated sessions from leading thinkers across topics like AI, geopolitics, ESG, capital markets, and resilience. These stretch your view and spark fresh thinking beyond your day-to-day lens.

/ Peer reflections – ‘Thought diversity’

A trusted space to surface business challenges and explore them in the company of peers. No egos, no posturing – just real dialogue and perspective that leads to stronger decisions.

/ Live feedback loops

Guided discussion and reflection that challenge assumptions, test thinking and open new paths forward. Sometimes it’s validation. Sometimes it’s the question you hadn’t thought to ask.

/ Accountability cadence

Structured follow-ups and goal tracking that build momentum between sessions. Peers help you stay focused, challenge drift and celebrate progress – because growth is easier when you’re not doing it alone.

Every session is an opportunity to step back, think clearly and return to business with sharper focus and renewed energy.



What to expect

The CEO Syndicate is designed to deliver high-value outcomes across three dimensions – all grounded in the realities of senior leadership:

Functional benefits

- / Actionable insight for real business issues – from cash flow to culture, operations to growth
- / Strategic thinking sharpened through real-world stories, peer validation, and proven frameworks
- / Faster decision-making under pressure with diverse viewpoints and shared experience
- / Practical tools to adapt, prioritise, and respond to changing environments

Social benefits

- / A curated group of non-competing CEOs and Founders who understand your reality
- / Safe, trusted space for open dialogue, honest reflection, and high-value exchange
- / Long-term peer relationships that double as strategic allies and sounding boards
- / Shared commitment to growth, grounded in trust, challenge, and camaraderie

Emotional benefits

- / Relief from the isolation of leadership – finally, a room that understands
- / Clarity from deep listening, collective wisdom, and ego-free conversation
- / Confidence in moments that matter, knowing you're not alone
- / Renewed purpose and identity that fuels long-term performance and resilience.

The methodology behind The CEO Syndicate

Delivering the right balance of structure, challenge and support, our approach draws on four key pillars:

- 1 Peer insight**
Draw on the collective wisdom of experienced CEOs who challenge, validate and share what's worked in the real world.
- 2 Strategic reflection**
Step out of the day-to-day. Use structured space to focus, refocus and make decisions with greater clarity.
- 3 Perspective diversity**
Gain insights from leaders across sectors and stages – unlocking fresh thinking and surfacing ideas you won't get in your own echo chamber.
- 4 Accountability in action**
Move from insight to implementation. Set goals, follow through and help others do the same.

This is how CEOs think clearly, act decisively and stay strong – together.

Real problems solved. Real outcomes delivered.

Challenge

- / Carrying the weight of critical decisions alone
- / Lack of space to think beyond daily operations
- / No safe environment to test ideas or admit uncertainty
- / Difficulty accessing relevant, proven strategies
- / Accountability drift and leadership fatigue

Program impact

- / Strategic insight and support from experienced CEO peers
- / Structured time for reflection and high-level problem solving
- / Confidential, ego-free peer group that fosters honest dialogue
- / Direct access to road-tested solutions from those who've been there
- / Peer accountability that drives clarity, momentum and energy

Facilitated by Chairs who've walked in your shoes

Each CEO syndicate is led by a Chair selected for their ability to guide high-calibre conversation and cultivate trust. Chairs are former CEOs, business owners and board directors with first-hand insight into leadership at the top.

They are experienced facilitators with strategic depth, strong commercial instincts and a genuine commitment to your growth – without any commercial agenda.

They listen deeply, challenge constructively and help you make sense of the noise so you can lead with clarity.

Enriched by experts and contributors

Our guest speakers – economists, founders, futurists and specialist practitioners bring outside stimulus into the room – covering topics such as digital transformation, geopolitics, macroeconomics, M&A, resilience and future trends.

Speakers are chosen not just to inform, but to provoke thought and inspire action. The result? Sessions that broaden thinking and leave members with lasting insights.



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I joined The CEO Institute 5 years ago. It is true what they say – this role can be a lonely one at times.

Although I have very good people around me at the firm, I think every CEO would say there are times when an external perspective or being able to tap into a confidential sounding board of peers is critical. An external body like the CEO Institute provides a shared frame of reference, a safe and supporting environment to discuss issues, bounce ideas off and establish a discreet and trusted network with experienced colleagues in a diverse range of industries.

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Riana Steyn
CEO | Bartier Perry Lawyers



Certification that recognises lived leadership

The CEO Institute is the world's first certification body for CEOs – recognising leadership through experience, not theory. After five years of continuous participation and attending 55 meetings, members are awarded:

Certified CEO (CCEO) – a respected post-nominal that signals leadership credibility, strategic acumen and commitment to growth.

For some, it's a personal milestone. For others, it enhances professional standing, succession planning or board readiness. Either way, it represents growth shared with peers who support and elevate each other.



Locations

The CEO Syndicate runs across major cities and regional centres in Australia, New Zealand and Singapore:

Australia



New Zealand



Singapore





The CEO Institute has provided a forum where I've been able to bring real-world issues to the table and in return, I've received valuable advice, practical recommendations, and connections to people and resources that have made a tangible difference. It's been a combination of insight, support, and contacts that's helped me navigate both the complexity and the opportunity in the current market and generally in business.

If nothing else, I have had a minute to say out loud whatever I like in a trusted environment and have people around me that relate.

What also resonated with me was the ethos that a CEO never walks alone, as being in the CEO chair I very quickly learnt that people either tell you what you want to hear or tell you nothing that you need to hear about unless you ask the right questions or until it's too late.



Katy Stark
CEO | InZone Industries Holdings Limited

Join The CEO Syndicate

If you're solving high-stakes problems... if your decisions carry weight and urgency... if you want sharper thinking, stronger support and a place to reset...

This is your room.

The CEO Syndicate is your circle of trust – a confidential community of equals where insight meets real-world leadership, and where you're backed by those who know what it takes to lead.

Because no business leader should ever walk alone.

Enquire today

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ceoinstitute.com

Learn More



The CEO Institute

For over 30 years, The CEO Institute has stood at the forefront of executive leadership development across Australia, New Zealand and Singapore. Founded on a simple but powerful belief - that **no business leader should ever walk alone** - we exist to provide the guidance, community, and challenge that leaders need to thrive at every stage of their journey.

We offer curated, real-world leadership programs designed to meet leaders where they are – and elevate them to where they need to be. From CEOs and board members to emerging leaders, we provide the tools, challenge and community that leadership demands.

Across our member and alumni of more than 6,500 leaders, and a footprint that includes every major city across Australia, New Zealand and Singapore, we've earned a reputation for trusted peer connection, high-calibre facilitation and leadership development that drives real-world impact.

Our offering spans the full spectrum of leadership:

- / The Boardroom Syndicate** – for those preparing to step into or elevate their impact in governance roles
- / The CEO Syndicate** – our flagship program, supporting CEOs and business owners to navigate complex business challenges through strategic peer exchange
- / The CPO Syndicate** – for senior people leaders driving strategic organisational change
- / The Executive Syndicate** – for experienced senior executives looking to expand influence and solve high-stakes challenges
- / The Leadership Program** – for emerging and middle managers preparing to step into senior roles

These programs are integrated into our Leadership Journey - a clear, practical pathway designed to evolve with you as your leadership identity, influence and responsibilities grow.

**Welcome to a place where leadership isn't lonely.
Welcome to The CEO Institute.**

