



The CPO Syndicate

**Where People Executives grow beyond
their function**

The CPO Syndicate brings strategic peer connection, expert facilitation and real-world perspective into the rhythm of senior HR leadership – so you can lead with greater influence, clarity and confidence at the executive table and beyond.

People leadership carries more than responsibility – it carries complexity

Today's Chief People Officers sit at the heart of transformation. Culture, change, leadership, ethics, performance – the most complex forces shaping business success fall within your remit. You're expected to lead people strategy, advise the CEO, guide the board and steward the organisation through disruption – all while navigating ambiguity and driving impact.

But in a role that combines emotional labour with strategic oversight, support is often scarce.

While other executives have access to strategic peer forums, many People leaders operate in isolation – without the space, challenge or perspective needed to strengthen their voice and broaden their reach.

The stakes are high, yet the support structures rarely match. And that's where The CPO Syndicate comes in.

This is not another HR forum. It's a confidential, curated group of senior People executives who understand the weight of the role – and who are committed to helping each other lead with greater strategic clarity, commercial confidence and sustained impact.

This is where complex people leadership meets trusted peer support. Where you can speak freely, think broadly and refocus on what matters most – with others who truly get it.

Because leaders of people deserve a place of their own.

A strategic peer experience built for People Executives

The CPO Syndicate is a dedicated executive offering of The CEO Institute – created specifically for Chief People Officers and senior HR executives leading at enterprise scale.

It's the only peer-based program of its kind in Australia, New Zealand and Singapore, designed to elevate the strategic capability, commercial acumen and executive voice of People leaders operating at the highest level.

Every cohort brings together leaders who are responsible for culture, change and enterprise-wide people strategy – creating a space where insight runs deep, perspectives are diverse, and contribution is grounded in lived experience.

Who's it for?

The CPO Syndicate is built for senior People executives with strategic and operational accountability for the people function. This includes:

- / Chief People Officers, Chief HR Officers, Heads of People & Culture**
- / Executives reporting to the CEO and influencing enterprise strategy**
- / Leaders guiding large, complex people agendas across any sector**

Participants are values-led, curious, and committed to strengthening their impact beyond function – ready to contribute at the highest level and support others doing the same.

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



“

Being part of the CPO Syndicate at The CEO Institute is an incredibly enriching experience, surrounded by a powerful network of peers, guided by an exceptional Chair, and consistently diving into real-time challenges with shared insights that are both practical and inspiring. It's a space where you grow, connect, and lead with confidence.

”

Clarity, confidence and connection – delivered monthly, by design

The CPO Syndicate runs as a structured, in-person experience – with monthly half-day sessions held in premium venues across Australia, New Zealand and Singapore.

Each group is facilitated by a Chair with CEO and board experience – deliberately chosen to challenge assumptions, offer strategic perspective, and bring the external lens often missing in HR forums.

Every session follows a proven rhythm designed to help members lead more effectively – with clear thinking, stronger resolve and renewed focus.

Sessions include:

/ Expert guest insights – ‘Thought leadership’

Curated sessions from commercial thinkers, economists, futurists and founders. These expand your lens and connect your role to broader forces shaping the future of work.

/ Peer reflections – ‘Thought diversity’

A space to raise real challenges and explore them with trusted peers. From cultural transformation to executive influence – no posturing, just practical dialogue that leads to action.

/ Live feedback loops

Constructive challenge from Chairs and peers helps sharpen judgment, broaden thinking and strengthen leadership confidence.

/ Accountability cadence

Shared goal-setting and honest follow-up create traction between sessions. Progress becomes visible, consistent and energising – because leadership growth is stronger when it’s shared.

Every session is a chance to pause, reflect and lead forward with greater strategic clarity.



What to expect

The CPO Syndicate delivers outcomes across three dimensions – all grounded in the lived experience of senior People executives:

Strategic impact

- / Clearer influence at CEO and board level
- / Deeper commercial confidence
- / Enterprise-level insight into transformation, culture and performance
- / Practical frameworks tested in real organisations
- / Stronger alignment between people strategy and business outcomes

Professional community

- / A high-trust circle of peers leading large-scale people agendas
- / A sounding board for real issues – not just wins
- / A break from the HR echo chamber
- / Honest connection with those who carry the same weight
- / Long-term relationships that stretch your thinking

Personal renewal

- / Confidence in your leadership judgment
- / Space to speak freely and reflect
- / Validation from peers who understand the role
- / Courage to challenge norms and lead change boldly
- / Reconnection with the purpose behind the pressure

A real-world model for leadership growth

Adopting a practical methodology grounded in peer intelligence, strategic reflection and executive-level challenge, each syndicate operates on four core pillars:

1 Peer intelligence
Learn from those solving similar challenges in real time – without ego or agenda.

2 Strategic reflection
Create structured space to step back, think clearly and reconnect with the bigger picture.

3 Perspective diversity
Gain exposure to cross-sector and cross-functional thinking that expands your worldview and deepens commercial acumen.

4 Accountability in action
Move from discussion to implementation. Track goals, stay focused and support others to do the same.

Solving real problems. Delivering real gains.

Challenge

- / Under-represented in enterprise strategy
- / Caught between people and performance
- / Limited access to strategic HR peers
- / Struggling to stay ahead of change
- / Lacking a safe space to test thinking

Syndicate impact

- / Peer group focused on elevating People influence at exec level
- / Real-world frameworks from leaders solving the same issues
- / A high-trust circle of senior People executives who understand the weight
- / Future-focused insight from peers and provocateurs
- / Constructive challenge that sharpens confidence and judgment



Chaired by leaders who challenge and elevate

Each CPO Syndicate is led by an experienced Chair – typically a former CEO, board director or founder – chosen not for HR expertise, but for strategic breadth and commercial depth.

Chairs create structure, anchor the culture and stretch your thinking. They're neutral, experienced and committed to helping you grow your leadership influence across the enterprise.

Complementing our Chairs are guest speakers – economists, founders, futurists and commercial leaders – who bring outside stimulus to every session. From macro trends to organisational ethics, capital markets to culture, these contributors provoke thought and inspire action.

Join The CPO Syndicate

If you're shaping the culture that shapes everything else... If you're driving people transformation with limited space to reflect... If you're ready to influence the enterprise – not just the function...

This is your room.

The CPO Syndicate is your trusted circle – a place where People Executives challenge, support and elevate one another. Where strategy meets purpose. And where you grow – not just as a leader of people, but as a leader of the business.

Because no business leader should ever walk alone.

Enquire today

institute@ceoinstitute.com
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.**

