





## **Leadership doesn't live only at the top.**

The Executive Syndicate brings emerging leaders together with seasoned guidance and peer perspective – providing a clear path to sharpen judgment, grow capability and lead with impact at the next level.

# Senior leadership carries weight – long before you reach the top

You don't need a CEO title to feel the pressure. Strategic decisions, performance accountability and complex people challenges often fall squarely on your shoulders – with expectations that you'll deliver, lead and adapt under pressure.

There's often no formal training for this stage. And few spaces to talk through the difficult calls, make sense of competing priorities or sharpen judgment in real time. You're not new to leadership – but the complexity is new. And the higher you step, the fewer people you can talk to openly.

That's where The Executive Syndicate comes in.

It's a confidential group of experienced senior leaders and executives – all navigating complex roles, high accountability and growing leadership scope. Each group provides perspective, clarity and challenge – helping you lead with greater confidence, focus and maturity.

This is the space where you refine judgment, lift your thinking and accelerate your impact.

Because the journey to the top doesn't have to be lonely.

# A peer development experience for executives who lead

The Executive Syndicate is part of the broader leadership suite offered by The CEO Institute – the original and most trusted peer advisory model for business leaders in Australia, New Zealand and Singapore.

With more than 30 years of experience and 6,500+ alumni, it's a proven model for building leadership confidence, capability and strategic clarity. The Executive Syndicate is designed specifically for those preparing for the next step – providing a supportive but stretching environment to grow with the guidance of those who've been there.

Each group is made up of non-competing senior leaders – forming a trusted circle that supports deeper thinking, shared insight and smarter decision-making across your leadership journey.

The experience is structured, facilitated, and designed to meet you where you are – then help you get where you're going.

## Who's it for?

The Executive Syndicate is designed for high-performing, high-potential leaders who are already operating with significant accountability, including:

- / Executives with direct responsibility for a function, portfolio or division**
- / Senior leaders navigating transition, succession or stretch**
- / Founders and entrepreneurs scaling teams and leadership complexity**
- / GMs seeking greater clarity and challenge in their role**
- / Future-ready leaders stepping into greater responsibility or board exposure**

Participants are curious, open, and ready to invest in their growth – not just for career progression, but to lead with maturity, credibility and confidence.



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The CEO Institute has been instrumental in overcoming the challenges faced by our business.

The institute has provided a safe place to workshop ideas whilst also allowing me to draw on the experiences of my peers, to learn more about innovative solutions that others have implemented, and to create a niche in their respective markets. The CEO Institute's focus on continuous learning and development has empowered me to challenge more in our own business to maintain a competitive edge.

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**Alice Farley**

**Branch Manager**

**Head of Marketing and Head of HR  
at International Cargo Express (ICE)**

# A rhythm of reflection, challenge and real-world insight

The Executive Syndicate meets monthly for a structured half-day session, creating consistent space to think, reflect and engage with diverse perspectives that accelerate growth.

Every group is led by an experienced Chair – a former CEO, executive or director with deep facilitation skill and lived insight into senior leadership.

Each meeting follows a structured rhythm – designed to build clarity, confidence and momentum through practical discussion, shared learning and leadership stretch.

## Sessions include:

### **/ Expert guest insights – ‘Thought leadership’**

Guest contributors – from economists and founders to transformation experts and board directors – challenge assumptions and introduce new ways of thinking.

### **/ Peer reflections – ‘Thought diversity’**

A confidential, trusted space to bring leadership challenges and decisions to the room – and explore them with diverse, high-calibre peers who understand your world.

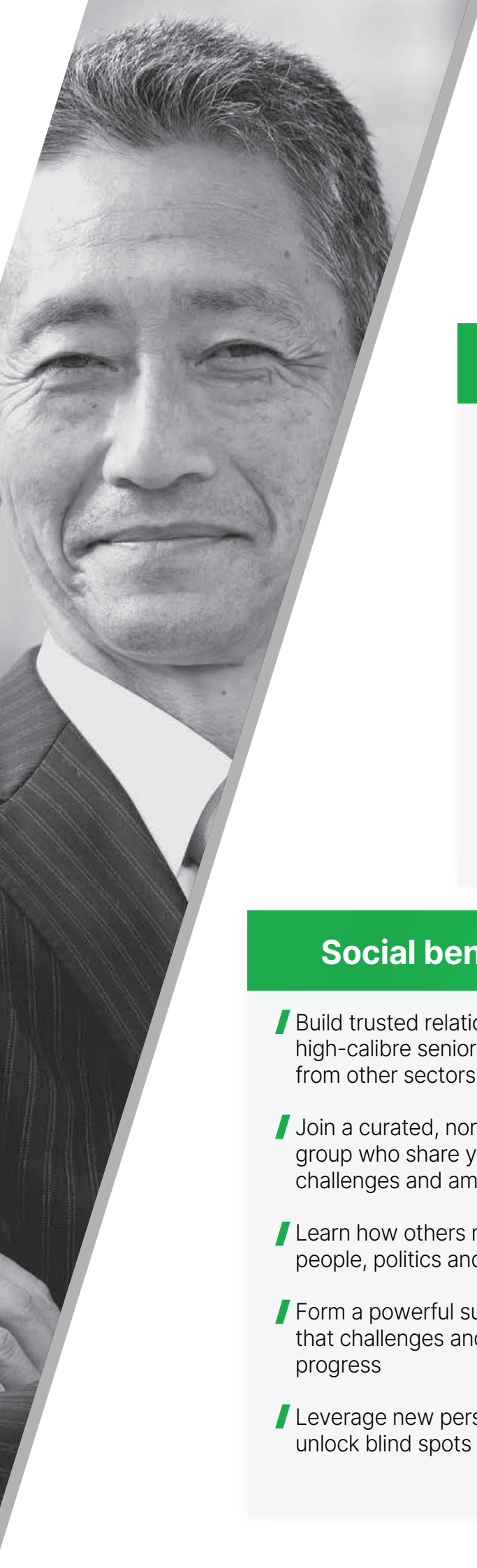
### **/ Live feedback loops**

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.

### **/ Momentum and accountability**

The Chair and peer group help you track personal commitments, maintain focus and hold steady through complexity – so you lead forward, not just sideways.





# What to expect

The Executive Syndicate is designed to deliver clear value across three core dimensions of leadership growth:

## Functional benefits

- / Solve real-time strategic and operational challenges with diverse executive insight
- / Gain tested approaches to performance improvement, stakeholder management, and cross-functional leadership
- / Improve influence with your CEO and Board through sharper communication and political navigation
- / Access best practice across transformation, reporting, growth and leadership disciplines
- / Accelerate professional readiness for expanded scope or promotion

## Social benefits

- / Build trusted relationships with high-calibre senior executives from other sectors
- / Join a curated, non-competing group who share your challenges and ambitions
- / Learn how others navigate people, politics and pace
- / Form a powerful support network that challenges and celebrates progress
- / Leverage new perspectives to unlock blind spots

## Emotional benefits

- / Step out of the noise and reconnect with your purpose and leadership identity
- / Talk openly in a confidential, ego-free space with no internal repercussions
- / Restore clarity, energy and motivation when leadership gets heavy
- / Feel seen, heard and validated by people who get it
- / Replace pressure with perspective and isolation with insight

# The methodology behind the Executive Syndicate

The Executive Syndicate offers the experience of applied development – grounded in real issues, peer support and structured thinking space. Each group operates on four essential pillars:

- 1 Peer insight**  
Learn from the lived experience of leaders who are facing – or have already faced – similar challenges to your own.
- 2 Strategic reflection**  
Create structured time to step back, see more clearly, and reflect with purpose.
- 3 Perspective diversity**  
Engage with peers across industries, leadership styles and business models – and break out of your echo chamber.
- 4 Accountability in action**  
Move from insight to implementation. Set goals, follow through and help others do the same.

This is how emerging executives lead with more clarity, maturity and edge – together.

## Solving real problems. Delivering real gains.

| Challenge   | Syndicate impact  |
|---|---|
| <ul style="list-style-type: none"><li>/ Navigating high accountability without formal support</li><li>/ Limited access to senior guidance or leadership coaching</li><li>/ Struggling to step back and lead with perspective</li><li>/ Gaps in confidence or influence at executive level</li></ul> | <ul style="list-style-type: none"><li>/ A structured group to explore decisions, reflect and grow</li><li>/ Real-world frameworks from leaders solving the same issues</li><li>/ Strategic input from seasoned Chairs and real-world contributors</li><li>/ Monthly rhythm to sharpen thinking and lift out of day-to-day</li><li>/ Practical development that builds clarity, credibility and confidence</li></ul> |



# Led by Chairs with lived experience

Each syndicate is guided by a Chair with deep leadership experience – often a former CEO, GM or board director who understands how to grow strong leaders from within.

They are skilled 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 – thought leaders, economists, founders, futurists and specialist practitioners bring outside stimulus into the room – covering topics such as macroeconomics, digital transformation, talent, M&A, mental fitness, and purpose-driven growth.

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.



“The peer support has been invaluable. Discussing challenges with others in non-competitive but similar industries has deepened my understanding of strategic planning and helped me approach issues from multiple perspectives. It’s a collaborative environment where I can both give and gain insight.

I have found that broadening my business acumen and strengthening my leadership competencies through this Syndicate experience and exposure has given me greater insight, awareness and confidence to contribute to robust and challenging discussions across all business areas in my Executive Leadership Team meetings.

**Amy Jensen**  
**Head of Product**  
**GlobeWest**

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# 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.

Whether you're on a long-term path to the C-suite or simply committed to becoming a stronger executive, it's recognition that carries weight.



# Locations

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

## Australia



## New Zealand



## Singapore





# Join The Executive Syndicate

If you're holding the weight of major responsibility... if you're expected to influence without always having control... if you're ready to grow your impact beyond execution...

**Then this is your place.**

The Executive Syndicate is a trusted peer group for senior leaders ready to stretch further, think broader, and grow faster - with others who understand the stakes.

**Because no business leader should ever walk alone.**

**Enquire today**

[institute@ceoinstitute.com](mailto:institute@ceoinstitute.com)  
[ceoinstitute.com](http://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.**

