



Strong managers need more than technical skills to lead well.

The Leadership Program closes this gap by equipping your managers with the tools, confidence and mindset to lead effectively under pressure. Your leaders will gain practical skills, shared language, and stronger collaboration that translate directly into measurable business outcomes.

Effective leadership extends well beyond the top tier

Middle and senior managers play a pivotal role in every organisation – translating strategy into execution, influencing culture and holding teams together under pressure. But many are promoted for technical performance, not leadership potential. They're tasked with leading through change, managing competing demands and influencing across silos – often without the tools, clarity or support to do it well.

This is where leadership capability either compounds or collapses.

The Leadership Program is designed to close this gap. It provides a structured, real-world learning experience that lifts capability and confidence across this critical leadership layer – one that's too often overlooked, yet essential to organisational performance and culture.

A development experience built for your business

This is not off-the-shelf content. Each program is co-designed with your team to reflect your context, language and leadership goals. Delivered over 12 months in monthly, virtual sessions, the program brings together expert facilitation, practical learning, and internal peer connection – all in a format that balances business-as-usual with meaningful development.

Whether your priority is building leadership depth, creating a culture of accountability, or preparing your next generation for more senior roles, the structure is flexible, the delivery is seamless and the outcomes are measurable.

Who's it for?

We focus on growing the leaders you already have – faster, stronger and with greater alignment to where your business is heading. The Leadership Program is best suited to:

- / Mid to senior-level managers**
- / First-time leaders or emerging talent**
- / Business unit heads, team leads, project managers and cross-functional influencers**

Participants are drawn from within your organisation. They're coachable, curious and ready to apply what they learn – not just attend.

“ We chose The CEO Institute’s Leadership Program because it’s agile and allows us to tailor learnings to our needs, is cost-effective, and its 2-hour monthly sessions make it practical for our busy managers to participate without disrupting their core responsibilities. ”

Delivery at every glance

12 month program.
12 x 2-hour virtual sessions.

Delivered monthly, live via Zoom for accessibility and consistency across regions.

Each session balances structure with flexibility, and theory with real-world application. Participants learn from expert facilitators and guest contributors, but just as importantly, they learn from one another – building internal trust and shared standards along the way.

Sessions include:

- / Real-time peer connection**
through reflective check-ins
- / Expert-led content**
from senior leadership practitioners
- / Practical collaboration**
via breakouts, polls and whiteboards
- / Live feedback and coaching**
to shift thinking and reinforce behavioural change

The format is built to maximise participation and embed the learning into daily leadership practice.



What to expect

Business-critical outcomes

Every participant will walk away with tools they can immediately apply, with each program structured to deliver outcomes across the following fundamental areas:

Functional capability

- / Practical leadership tools applied in real business settings
- / Improved communication, decision-making and strategic thinking
- / Clearer accountability and stronger cross-functional collaboration

Cultural consistency

- / A shared leadership language across business units
- / Stronger internal relationships and trust
- / A visible leadership culture that supports performance and retention

Emotional resilience

- / Greater confidence and clarity under pressure
- / Stronger self-awareness and influence
- / Increased pride, ownership and fulfilment in the leadership role

Methodology behind the program

We work with you up front to define success – then shape the experience to deliver on that. Our approach draws on five key pillars:

1

Customisation

Each program is tailored to reflect your business priorities, capability needs and leadership aspirations.

2

Expert facilitation

No theorists – just senior leadership coaches and enterprise consultants with deep experience.

3

Practical immersion

Tools, frameworks and models that apply directly to real workplace challenges.

4

Interactive delivery

Sessions are designed to be dynamic, participative and grounded in the realities of day-to-day leadership.

5

Peer-driven learning

An internal cohort structure builds trust, shared language and sustained accountability across the business.

Real problems solved. Real outcomes delivered.

Business challenge

- / Inconsistent leadership capability
- / Lack of time or resources to train managers
- / Limited succession readiness
- / Talent disengagement or attrition
- / Culture misalignment across teams

Program impact

- / Structured development with lasting outcomes
- / Scalable delivery without disrupting operations
- / Strengthened leadership pipeline and talent depth
- / Investment in growth that boosts loyalty and performance
- / Shared language, tools, and behaviours that stick

Facilitated by leaders, not lecturers

Our facilitators are seasoned leadership coaches, consultants and educators. Each brings a blend of enterprise experience and behavioural insight – with the ability to guide, challenge and stretch participants in the moment.

They're supported by expert contributors who bring domain depth across topics like influence, resilience, change and strategic communication – adding fresh perspectives and tools that elevate the learning experience.

Certification that recognises real progress

On completion of the program, participants are awarded **Certified Manager (Cert. M)** status by The CEO Institute – a credential that acknowledges 12 months of applied development and their readiness for increased leadership responsibility.





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Managers have shared that the learnings have enabled them to put frameworks into practice quickly in their roles. They also value being able to share their experiences and insights with others undertaking the course, which has reinforced learning and encouraged collaboration.

”

Sample program outline

Module 1

Leadership Fundamentals

Explore essential leadership styles, traits, and communication strategies that build influence and trust across diverse team settings.

- / Identify different leadership styles and their practical application
- / Apply effective communication techniques to build engagement
- / Strengthen trust within hybrid or remote teams

Module 2

Leading with Emotional Intelligence (EQ)

Understand how self-awareness and emotional intelligence enhance your leadership impact and relationships.

- / Recognise emotional triggers and improve self-regulation
- / Apply empathy to deepen trust and team cohesion
- / Implement practical EQ strategies in everyday leadership

Module 3

Building High-Performance Teams

Understand the drivers of team culture and performance through a balance of team mechanics and dynamics.

- / Analyse what makes teams thrive and succeed
- / Apply the "Willing and Able" model to team development
- / Use pragmatic tools to actively shape team culture

Module 4

The Habit of Achieving Goals

Reframe goal-setting as a habit to drive consistent personal and professional progress.

- / Align goals with intrinsic motivation and purpose
- / Balance performance and learning goals effectively
- / Build disciplined routines for accountability and momentum

Module 5

Creating a Culture of Accountability

Develop leadership behaviours that foster ownership and commitment across your team.

- / Understand how to build an accountability-focused culture
- / Address misaligned expectations and performance gaps
- / Apply frameworks that embed responsibility and follow-through

Module 6

Conflict Resolution or Transformation – You Choose

Explore conflict as an opportunity for growth and transformation through conscious leadership responses.

- / Reframe conflict as a lever for leadership growth
- / Recognise emotional patterns that derail resolution
- / Apply tools that lead to constructive transformation

Sample program outline

Module 7

Communication & Strategic Influence

Build influence through storytelling, clarity, and presence in high-stakes conversations.

- / Craft compelling leadership messages
- / Connect with audiences through intentional communication
- / Strengthen influence in both formal and informal settings

Module 8

Thinking Strategically About the Future

Strengthen strategic foresight to anticipate change and align current actions to future outcomes.

- / Define strategic thinking in a volatile environment
- / Use trend signals to guide planning and leadership
- / Ask catalytic questions to shift long-term thinking

Module 9

Innovative Problem Solving

Explore essential leadership styles, traits, and communication strategies that build influence and trust across diverse team settings.

- / Identify different leadership styles and their practical application
- / Apply effective communication techniques to build engagement
- / Strengthen trust within hybrid or remote teams

Module 10

Finance for Non-Finance Leaders

Gain confidence with financial fundamentals to align decision-making with business success.

- / Interpret core elements of a P&L statement
- / Connect financial data with strategic decisions
- / Strengthen financial literacy to influence outcomes

Module 11

Social Responsibility & Ethical Leadership

Examine leadership through a values lens to embed ethics and CSR into business practice.

- / Apply ethical frameworks to complex decisions
- / Understand the long-term value of social responsibility
- / Lead with integrity to build trust and credibility

Module 12

Resilience & Burnout Prevention

Build personal and team resilience to sustain performance and well-being.

- / Recognise early signs of burnout and fatigue
- / Practise resilience tools like mindfulness and boundary-setting
- / Balance performance demands with sustainable habits

“

Since participating in the program, we've seen our managers adopt a more proactive and thoughtful leadership mindset. They're using consistent frameworks to guide their teams, communicating more clearly, and collaborating better across departments. This has led to improved alignment on priorities, smoother implementation of new processes, and stronger overall team performance.

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Join The Leadership Program

If you want to strengthen your leadership pipeline... if you're ready to scale capability with consistency... if your people need tools that stick and development that drives change...

This is your solution.

The Leadership Program builds confident, capable leaders who deliver results and shape culture. It's how you future-proof your organisation - one leader at a time.

Because no business leader should ever walk alone.

Enquire today

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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.**

