



You don't need to figure out leadership on your own.

The Leadership Program gives you practical tools, fresh perspectives, and the confidence to lead with clarity. Across 12 months of expert-led, interactive sessions, you'll connect with peers, build resilience, and develop a leadership style that feels authentic and effective.

Leadership doesn't begin in the boardroom

It begins the moment you're expected to lead others – to influence, support and deliver outcomes through people.

Yet many emerging and mid-level leaders are promoted based on performance, and are not prepared for leadership. They inherit responsibility without guidance, expectations without context, and pressure without the tools to succeed.

The Leadership Program closes that gap.

It's a structured, practical learning experience that builds capability where it matters most – in the moments you lead every day.

Whether you're managing your first team or preparing for your next step, the program strengthens confidence, clarity and influence – so you can lead with purpose and impact.

A development experience built around you

The Leadership Program is a 12-month virtual experience that equips you to grow into the leader you want to be – and the leader your business needs.

You'll join a curated cohort of like-minded professionals, guided by expert facilitators and enriched by peer learning. Each session gives you the tools, feedback and challenge to apply immediately – not just reflect on.

This is not about fitting a mould. It's about developing your unique leadership style and deepening your impact, wherever you are in your journey.

Who's it for?

This program is designed for emerging and mid-level leaders who are ready to accelerate their growth. Typical participants include:

- / Team leaders and project managers**
- / Department heads and senior managers**
- / High-potential professionals stepping into leadership**

Whether you're leading teams, projects or performance – this program meets you where you are and helps you lead with more confidence, clarity and conviction.

“

I'm halfway through this course and I must say that The Leadership Program being provided by the CEO Institute really made me grow and mature towards my leadership role. This program opened me to the next step of my career and geared me to have confidence, learning, values and importance of servant leadership.

”

Ian | Senior Project Manager

Delivery at every glance

12 month program.

12 x 2-hour virtual sessions.

Delivered live via Zoom to fit around your work, life and schedule.

Each session is highly interactive and grounded in real-world leadership. You'll learn from expert facilitators, hear from guest contributors and engage in meaningful dialogue with peers from across industries.

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

Individual outcomes that drive career momentum

Every participant walks away with tools that are practical, personal and ready to apply. Outcomes span three key 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

The methodology behind the program

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

1 Real-world focus
Sessions are grounded in current leadership demands – not abstract theory.

2 Expert delivery
Facilitators bring deep experience, behavioural insight and commercial understanding.

3 Active participation
You learn by doing, discussing, and reflecting – not just listening.

4 Peer learning
Cohorts create a trusted space for shared learning and lasting connection.

5 Practical application
Every tool, model and concept is built to be used in your context – not just understood.

Real problems solved. Real outcomes delivered.

Challenge

- / Unclear how to grow as a leader
- / Lacking confidence in influence or presence
- / Feeling stagnant or overlooked
- / No access to quality development
- / Unsure of long-term direction

Program impact

- / A clear path, structured support and personal growth
- / Tools and feedback to build clarity and conviction
- / Fresh ideas, peer insights and renewed momentum
- / High-impact learning, accessible outside your business
- / Greater clarity, purpose and career alignment

Facilitated by leaders, not lecturers

Our facilitators are senior leadership coaches, educators and enterprise consultants. They bring practical experience and insight to help you shift behaviours, build self-awareness and unlock potential.

They're joined by expert contributors who share relevant tools, models and thinking across topics like influence, resilience, and communication – helping you connect learning to action, not just theory.

Certification that recognises real progress

On completion of the program, you'll receive **Certified Manager (Cert. M)** status from The CEO Institute.

This certification signals your readiness to take on greater leadership responsibility – backed by consistent development, applied learning and demonstrated commitment across a 12-month journey.





“

I just wanted to say thank you for including me in The Leadership Program. I have really enjoyed the experience and got so much out of the program, not only from the speakers but also listening to the other participants.

It has been a rewarding and educational experience, and I can't believe that my last session was yesterday. Finally, thank you for all the work you have done over the last 12 months to make the program such a success.

”

Tracey | Practice Manager

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

“

I thoroughly enjoyed The Leadership Program and would highly recommend it to all managers. The speakers were engaging, and I appreciated the opportunity to interact with them as well as fellow participants.

Hearing about their challenges and successes in their roles was incredibly insightful. The program also provided valuable guidance on how I can improve as a manager and maximise my impact within my firm. As a result, I am a more effective and confident leader.

”

Michelle | Financial Controller

Join The Leadership Program

If you're ready to grow your confidence, expand your influence and take the next step in your leadership – this is your moment.

The Leadership Program gives you the structure, support and stretch to grow into the leader you're capable of becoming.

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.**

