

# IGNITE *Your Leadership Growth*

As business executives and their organizations embark on a journey of growth, the need for leadership development becomes critical. Without a commitment to continuous development, challenges like culture shaping, resource allocation, unmet goals, and misalignment arise. Growth's demands often divert leaders from their essential role, hindering leadership capacity.

**Sterling Executive Peer Groups** offer a robust platform for diverse leaders to support each other's development through shared experiences and critical thinking.

## OUR VIRTUAL PROGRAM INCLUDES | MONTHLY:



### *Monthly One-on-One's*

In these personalized sessions, the Chair and member engage in focused, tailored discussions, unlocking individual potential and addressing specific leadership challenges.



1 hour



### *8 Speaker Workshops/YR*

Our speaker workshops provide a platform for learning from leadership experts, offering fresh insights and actionable strategies in dynamic, interactive settings.



3 hours



### *12 Executive Sessions/YR*

Group sessions foster a collaborative exchange of ideas and experiences among members, creating a rich tapestry of shared wisdom and collective growth.



3 hours



4

STERLING'S LEADERSHIP DEVELOPMENT FOCUS IS THOUGHTFULLY STRUCTURED AS A MULTI-STAGE PROCESS DESIGNED TO CATER TO THE UNIQUE NEEDS OF INDIVIDUAL MEMBERS AND THE GROUP WHILE ALSO EMPHASIZING THE TRANSFER OF LEADERSHIP SKILLS TO INTERNAL TEAMS WITHIN EACH MEMBER'S ORGANIZATION.



#### Stage 4

##### Review & Continuous Improvement

Fosters collective learning and progress within the Sterling group, evaluating the application and sharing of leadership development experiences within members' organizations. Utilizes insights from group interactions, individual experiences, and internal team feedback to continuously refine and enhance leadership strategies, ensuring effectiveness for both individuals and their teams.



#### Stage 3

##### Embedding Leadership Accountability for Sustainable Change

Applies leadership principles practically within each member's organizational context, tailored to individual aspirations. Emphasizes disseminating these principles to internal leadership teams, incorporating regular peer reviews and self-assessments to reflect on effective learning transfer and skill influence within teams.



#### Stage 2

##### Aligning Leaders with Growth Mindsets and Behaviours

Guides members in aligning personal leadership strategies with group goals. Emphasizes adopting effective behaviors and modeling them for internal teams to cultivate a culture of leadership excellence across the organization.



#### Stage 1

##### Leadership Self-Assessment

Members assess their business context and goals, generating personalized leadership development plans. These plans enhance leadership capabilities tailored to each member's situation, facilitating skill transfer to internal teams and elevating organizational leadership.

**This comprehensive approach ensures that Sterling's leadership development journey remains dynamically in sync with the evolving needs of each leader and the group as a whole. By focusing not only on individual growth but also on the transfer of leadership skills to internal teams, Sterling helps to significantly bolster the overall leadership capacity within each member's organization.**