

Challenge Circles:

Guide your leaders to excellence through tailored group-based coaching

Challenge Circles offer a powerful approach to leadership development through small cohorts who meet regularly, either virtually or face to face, at four- to six-week intervals. These gatherings provide a forum where leaders present real-world challenges, test new approaches, and receive guidance from an experienced coach who facilitates discussion, maintains momentum, and encourages deeper strategic analysis. This creates an environment where collaborative learning thrives. The format adapts easily to serve as either a standalone development initiative or as a complement to simulation-based training, integrated during or following the program.

Why Use Challenge Circles?



Customized Development Focus: Each participant addresses their specific leadership obstacles, resulting in relevant and meaningful progress tailored to individual needs.



Practical Business Application: Discussions emphasize actionable reflection tied to workplace realities, enabling leaders to translate learning into concrete results and measurable impact.



Collective Wisdom: Participants gain diverse viewpoints, practical counsel, and peer affirmation through shared experiences, strengthening their capacity for effective decision-making and problem resolution.



Cross-Functional Connection: The program builds fresh relationships across organizational boundaries, encouraging teamwork and exposing leaders to varied perspectives throughout the enterprise.

Sample Challenge Journey



Target Audience

- Leaders at any level navigating complex leadership challenges



Desired Outcomes

- Apply leadership concepts directly to real business challenges
- Strengthen strategic thinking, communication, and stakeholder management
- Build cross-organizational relationships and shared leadership language
- Increase clarity and confidence in leadership decision-making
- Apply insights gained to real-world leadership situations



Logistics

- Small groups of leaders
- Regularly scheduled sessions (e.g., every 4-6 weeks)
- Virtual or in-person delivery
- Can be deployed independently or integrated with simulation-based learning

