

Challenge Circles

Guide your leaders to excellence through tailored group-based coaching

Challenge Circles are structured peer coaching groups in which small cohorts meet regularly every 4-6 weeks, virtually or in person, to present real-world challenges, test new approaches, and receive guidance from an experienced coach. They can serve as a standalone development initiative or complement simulation-based training.

Challenge Circles Are Most Valuable When:



Leaders are being asked to deliver on bold new priorities. When senior leaders set ambitious strategic goals, Challenge Circles help teams align on what the strategy means in practice, work through uneven execution, and stay accountable for turning ambition into action.



Leadership development investments need to stick. When leaders return from a program energized but with limited space to reflect, Challenge Circles give them an ongoing forum to apply what they learned to real business challenges. This reinforces behaviors and sustains momentum long after the event.



A leadership team is newly formed or significantly changed. Following promotions, reorganizations, or new hires, Challenge Circles accelerate team formation by creating a structured space for trust-building, establishing shared norms, and surfacing early misalignments before they compound.



The organization is navigating change, uncertainty, or disruption. During transformation, growth, or restructuring, Challenge Circles give leaders a forum to slow down, think through complex trade-offs, and make more thoughtful decisions under pressure.



High-potential leaders need to grow beyond their functional roles. Challenge Circles accelerate development by helping emerging leaders build judgment and influence through real challenges, peer feedback, and cross-functional exposure.



Silos are limiting collaboration and enterprise thinking. Challenge Circles bring leaders together across boundaries, building enterprise perspective, shared understanding, and stronger collaboration across functions.



Leaders are facing complex challenges without clear answers. Challenge Circles create a disciplined space to think deeply, challenge assumptions, and leverage collective intelligence when there's no clear playbook.



You want to build a culture of learning and accountability. Challenge Circles establish a rhythm of reflection and shared accountability that encourages leaders to model curiosity, coaching, and continuous growth.

Learn more at www.insight-experience.com/challenge-circles.

