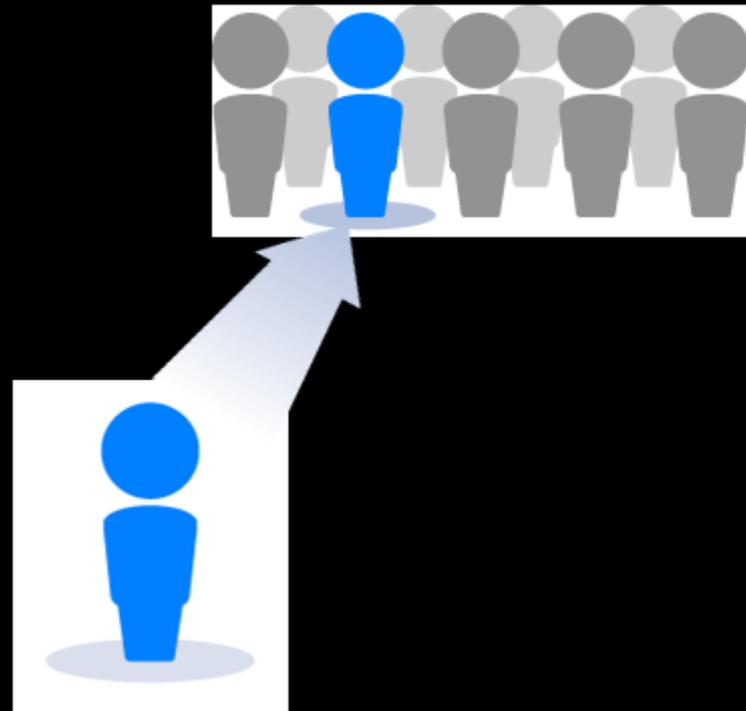


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How CEOs can use a Peer Group to help and support their performance and growth.

Peter F. DiGiammarino

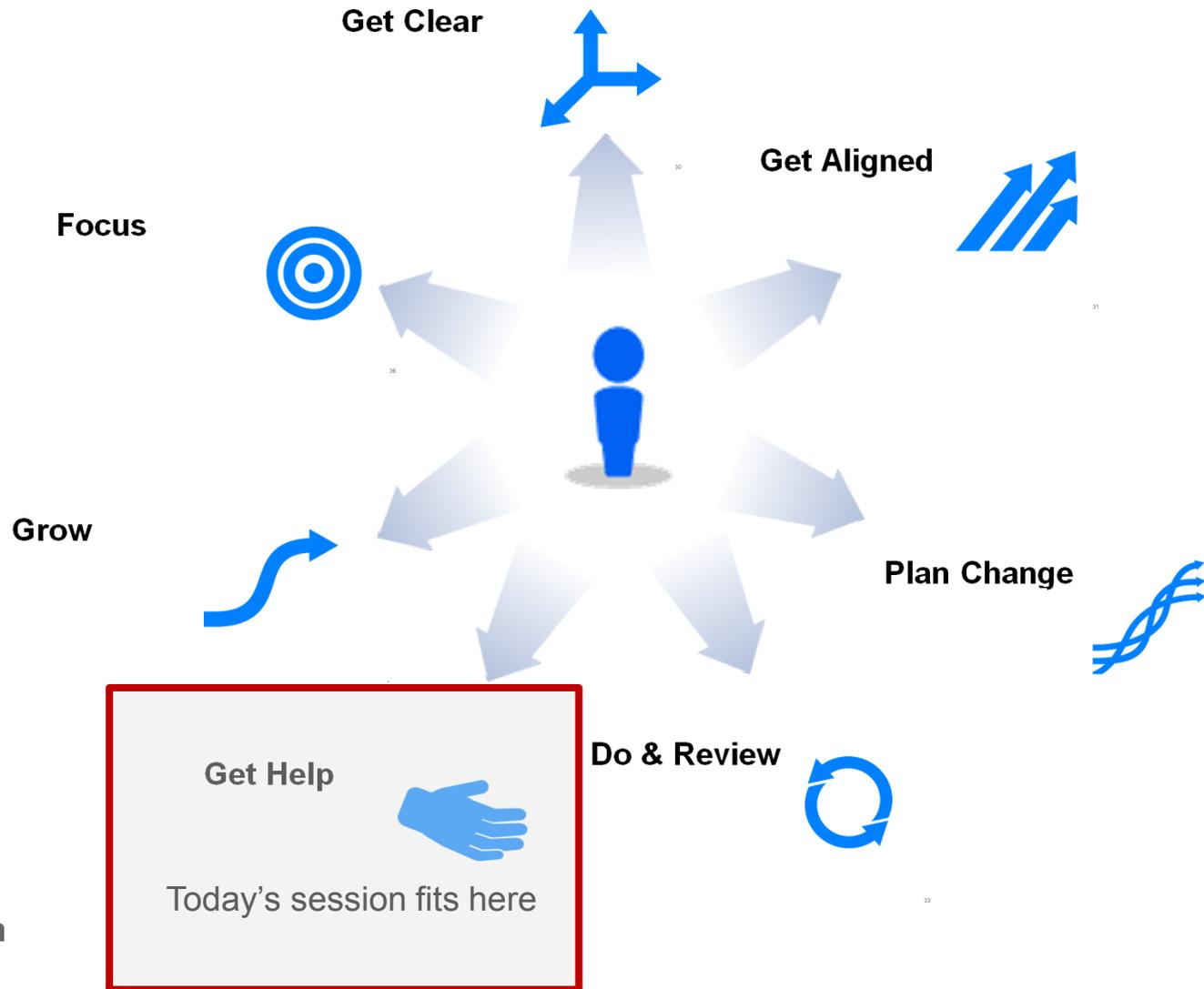
February 18, 2015

Renaissance Executive Forum

Silicon Valley

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Continuous and balanced development of actions in accord with seven truths helps leaders and their organizations to achieve their potential to perform and to grow.



Truth. No leader succeeds alone.

Action.

Get Help

Build a board. Retain experts. Get a coach. Join a peer group.



Think of a specific high-stakes situation that called for action when you were in the role of leader:

- Summarize the case and what action you took.
- What could you have done to get a better result?
- How can you get in position to learn the better course before taking action instead of after?



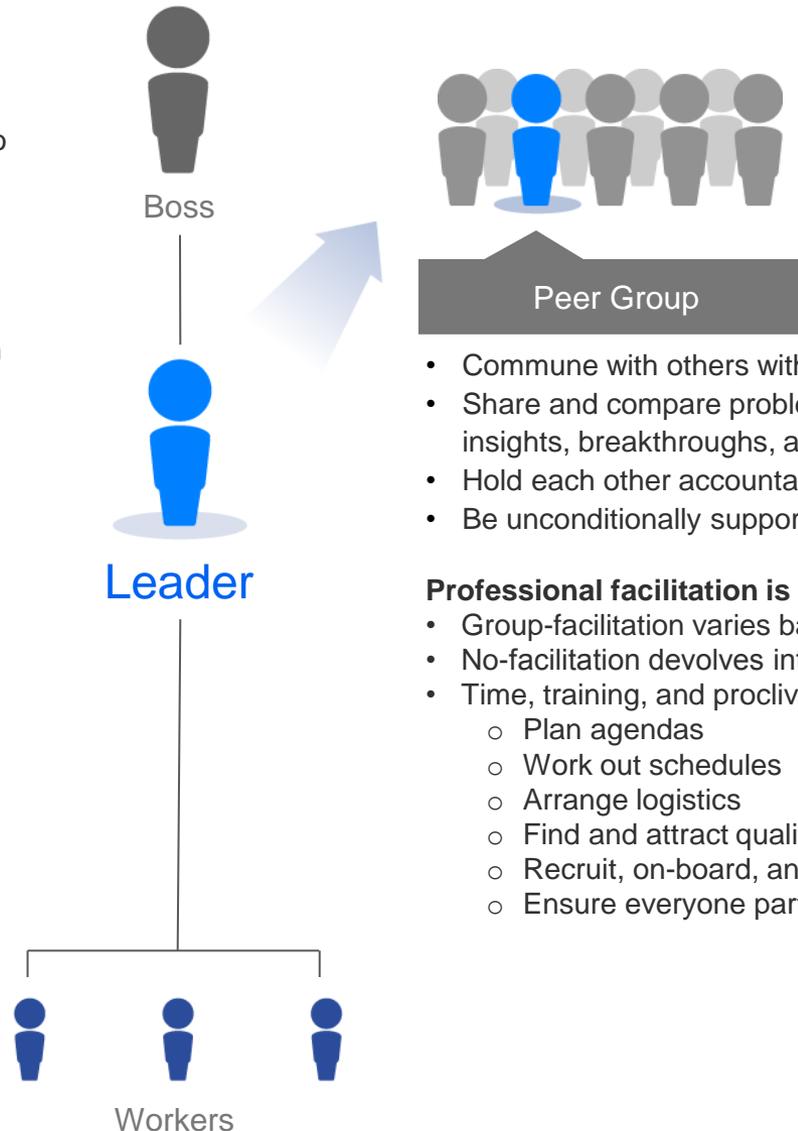
Leadership Support for Success



- Inside the organization
- Outside the organization

Peer group participation yields benefits that are hard to get any other way.

- CEOs can be **genuinely open to input** and be **vulnerable**, even wrong, in front of each other; no need to put on airs or skirt around the hard stuff.
- **Peers really know and understand each other**, personally and professionally, and the challenges each faces in meeting associated goals; **feelings of loneliness and depression are less** common among participants.
- **Odds that goals are met go up** as the group holds each other accountable for acting in ways that are in-sync with stated goals. When a peer acts out-of-sync, peers challenge each other in constructive ways.
- Individual **learning is accelerated** when any member shares with the group a new experience.
- **Celebration** of each other's successes and commiseration on failures is **surprisingly comforting**.
- **Opening network of resources** (people, money, partners, clients, training, knowledge, methods, practices, etc.) to each other pays real dividends.



- Commune with others with similar circumstances
- Share and compare problems, perspectives, insights, breakthroughs, and lessons learned
- Hold each other accountable
- Be unconditionally supportive

Professional facilitation is mandatory:

- Group-facilitation varies based on effort and training
- No-facilitation devolves into a “coffee klatsch”
- Time, training, and proclivity is needed to:
 - Plan agendas
 - Work out schedules
 - Arrange logistics
 - Find and attract quality content
 - Recruit, on-board, and develop members
 - Ensure everyone participates and benefits

Background



Click bulleted links to access relevant background.

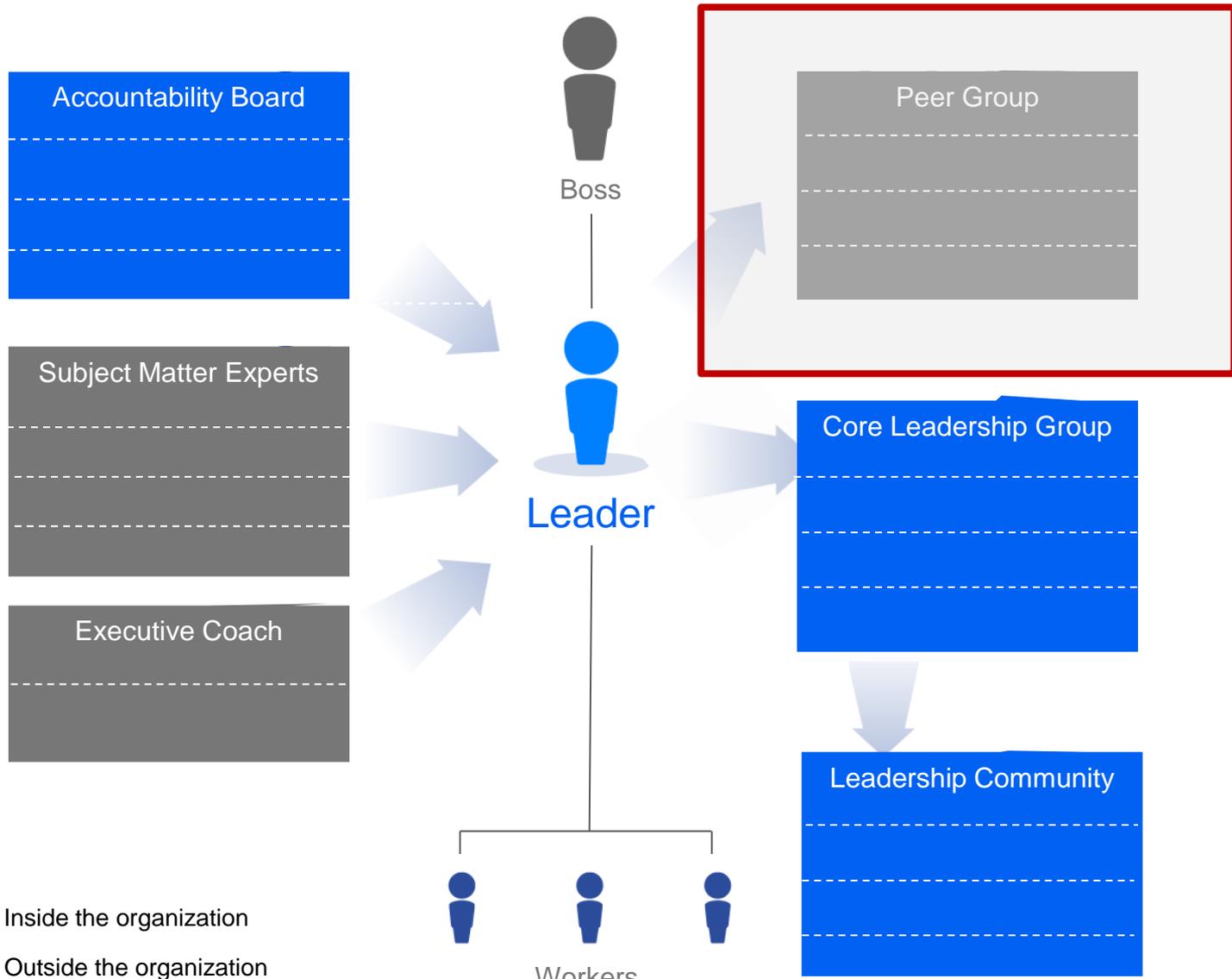
- Why Peer Groups:
 - [The Benefits of Belonging to a CEO Group](#)
 - [Why Peer Groups are Important to Leaders](#)
 - [The Power of Peer Group Support](#)
 - [Top Reasons Why You Need to Join A Peer Advisory Group, Right Now](#)
- It's only as ***lonely at the top*** as you let it be:
 - [While struggling to build companies, some founders also quietly battle depression](#)
 - [The Entrepreneur Duck Syndrome](#)
 - [Entrepreneurs Anonymous](#)
 - [The Psychological Price of Entrepreneurship](#)

Advice to CEOs:

- **Meet monthly** in a **professionally facilitated** session with about a dozen leaders of similar organizations at a similar stage of evolution that do not compete.
- **Be vulnerable.**
- **Be open to input.**



Fill out your leadership support structure.



-  Inside the organization
-  Outside the organization

Wrap-up

- Share an example of how your thinking has evolved from today's session.
- What did you notice in terms of your interest and internalization of today's content?
- Would you like to join a CEO peer group?

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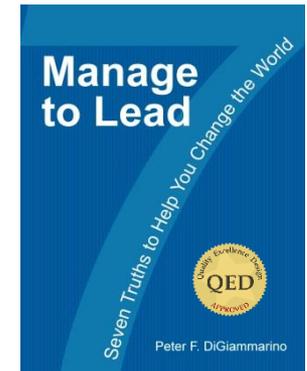
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