



Driving the Future of Leadership at CAA Club Group

Presented by Aneika Joseph, CTDP and Glain Roberts-McCabe, PCC, CTDP

Welcome



The background is a solid blue color. On the left side, there is a faint, abstract pattern of overlapping geometric shapes, including circles and triangles, in a slightly darker shade of blue. The text "Setting the Stage" is centered horizontally and vertically in a white, sans-serif font.

Setting the Stage

Permacrisis







Communicate well

MORE individual

contributor responsibilities

Digitally savvy

Innovate

Manage change

Do more with less

Deliver MORE results

Think strategically

Handle complexity

**Individual contributor
responsibilities**

Sensitivity is expected

VUCA

Executive presence

Agility

Diversity & Inclusion

Develop Direct Reports

Resilient

Provide feedback

Trauma-informed

Coaching

**Mental health
awareness**





How many of the
leaders you work
with feel
overwhelmed on a
regular basis?



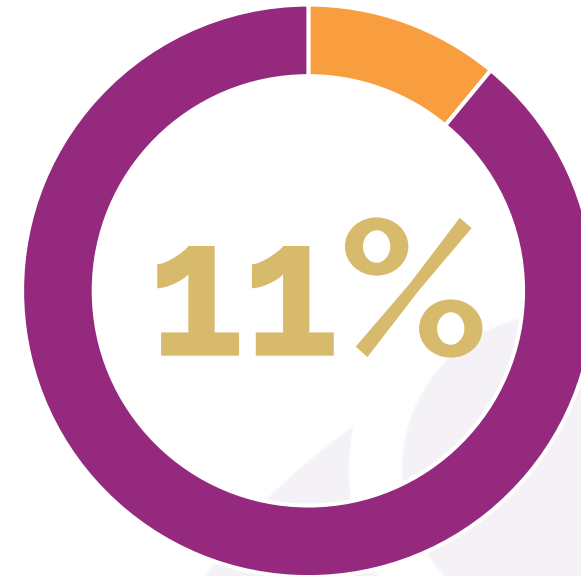
How many of the leaders
you work with today still
expect that they should
be able to handle all the
demands of leadership
on their own?



The Leadership Gap



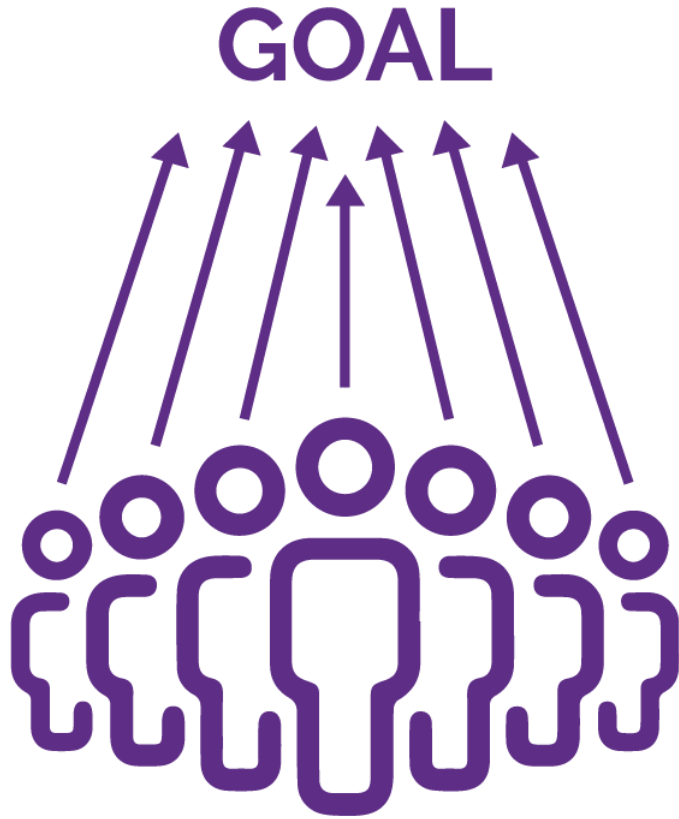
**Leadership development
shows clear business
impact**



**Leadership development
achieves sustained and
desired results**



What is Group Coaching?

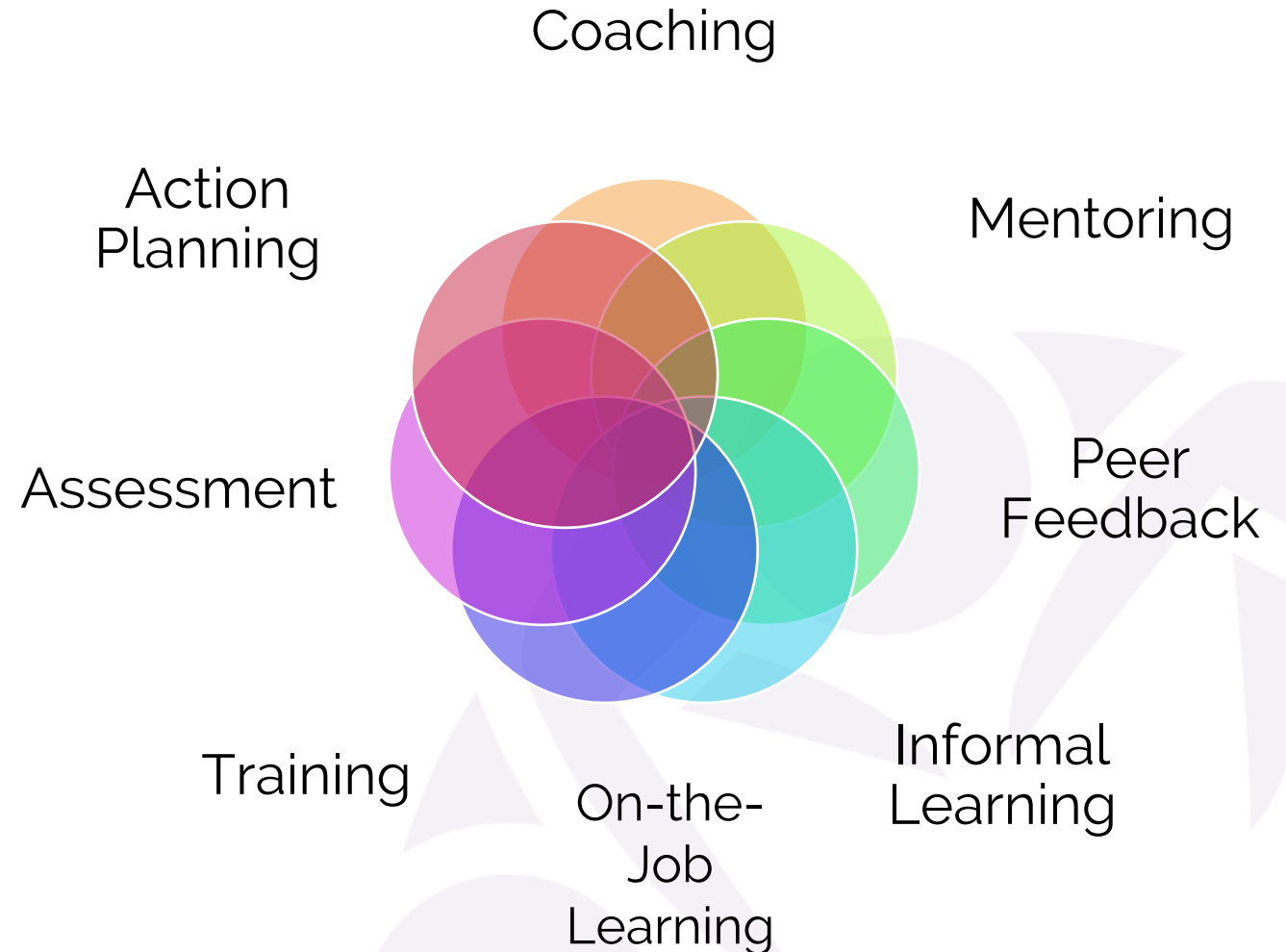
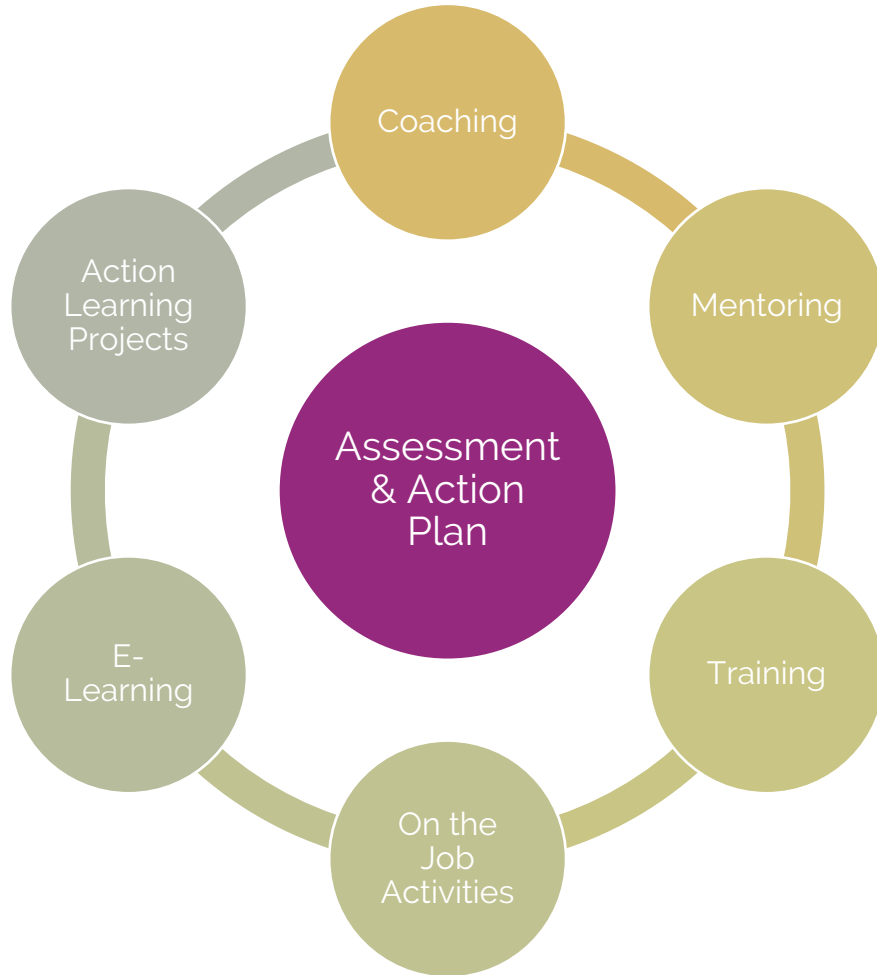


Team Coaching



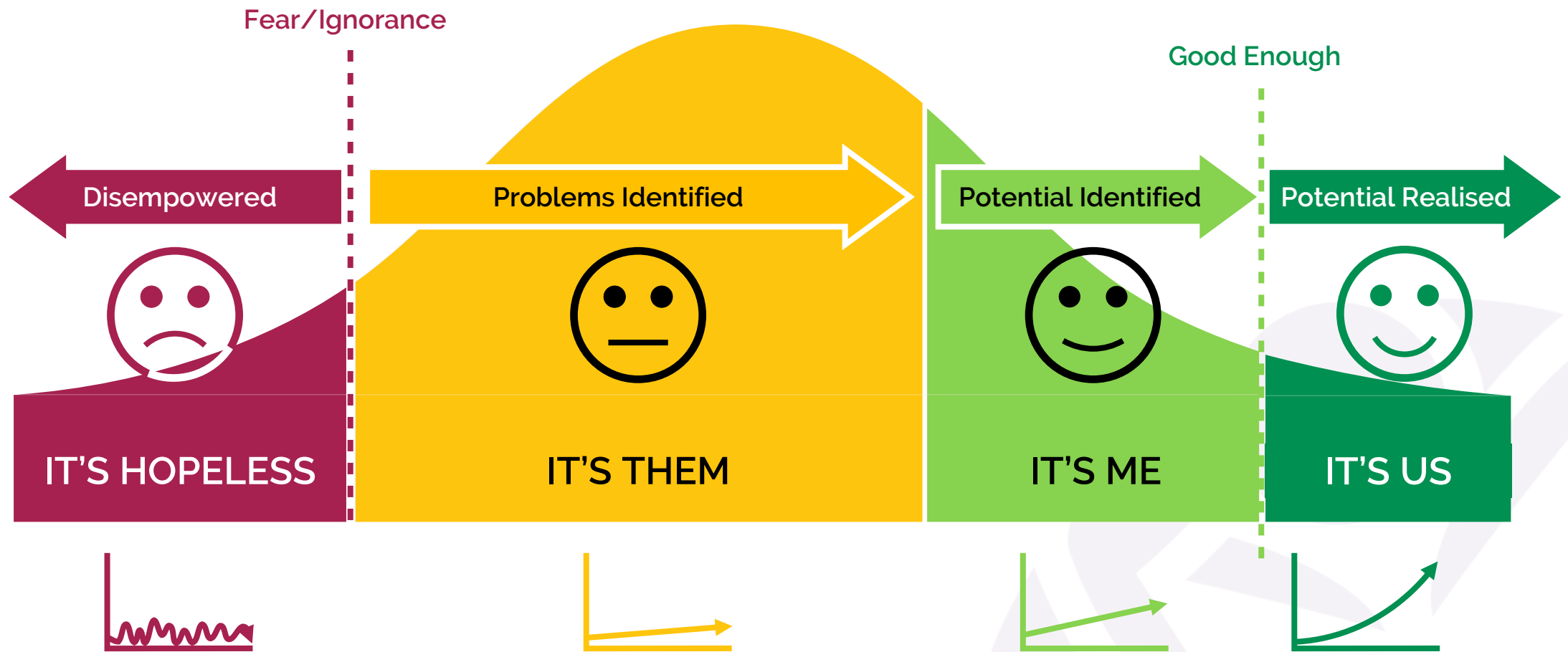
Group Coaching

Group coaching breaks down learning silos



The reality of leadership





Where are you on your journey?

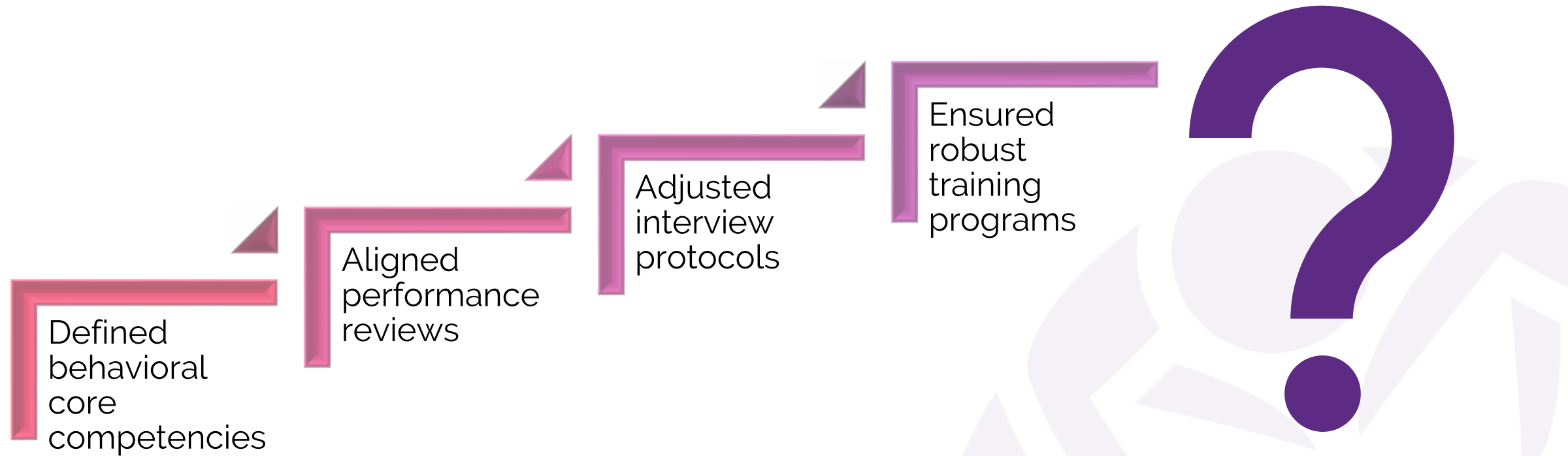


The background is a solid red color with a large, faint, stylized floral or leaf-like pattern in a slightly darker shade of red, centered behind the text.

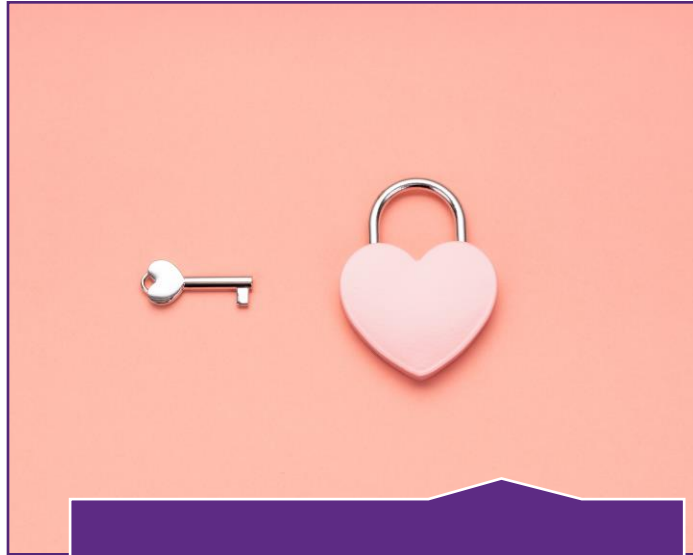
CAA Club Group

*Our Leadership
Development Journey*

In the Beginning: Our Leadership Story



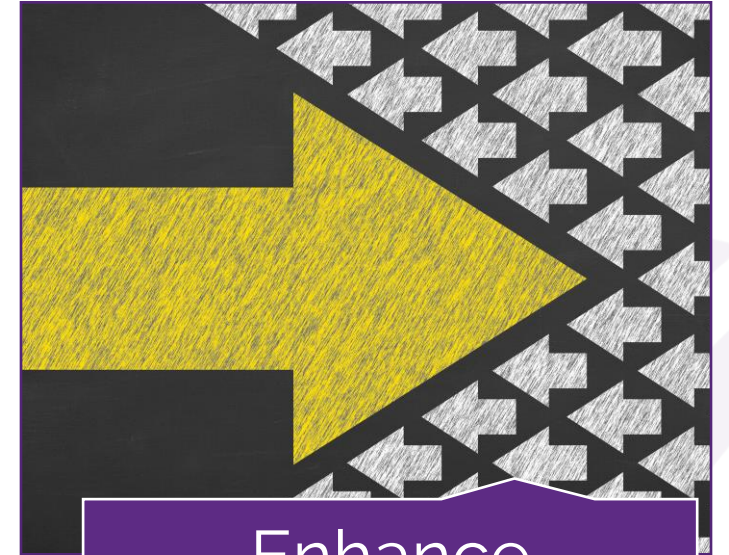
Our primary goals



Retain Key Talent

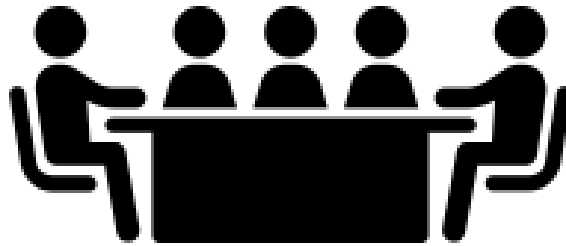


Build Capability



Enhance Capacity

CCG Managers Roundtable Program



Where's your biggest opportunity?

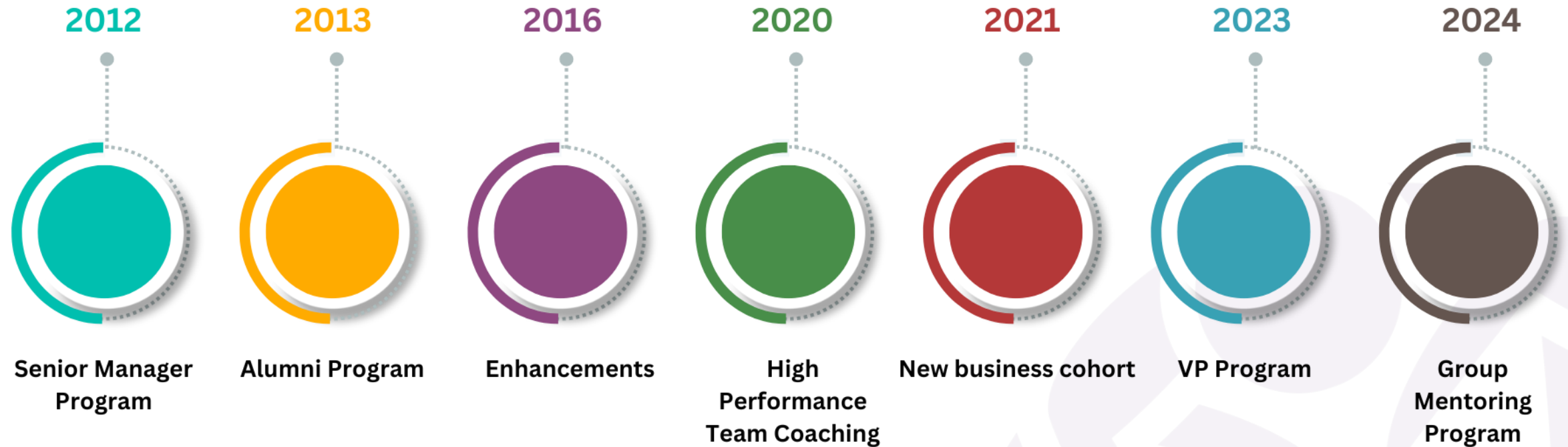


A decorative background featuring a repeating pattern of stylized, overlapping leaf or petal shapes in a lighter shade of purple against a darker purple background.

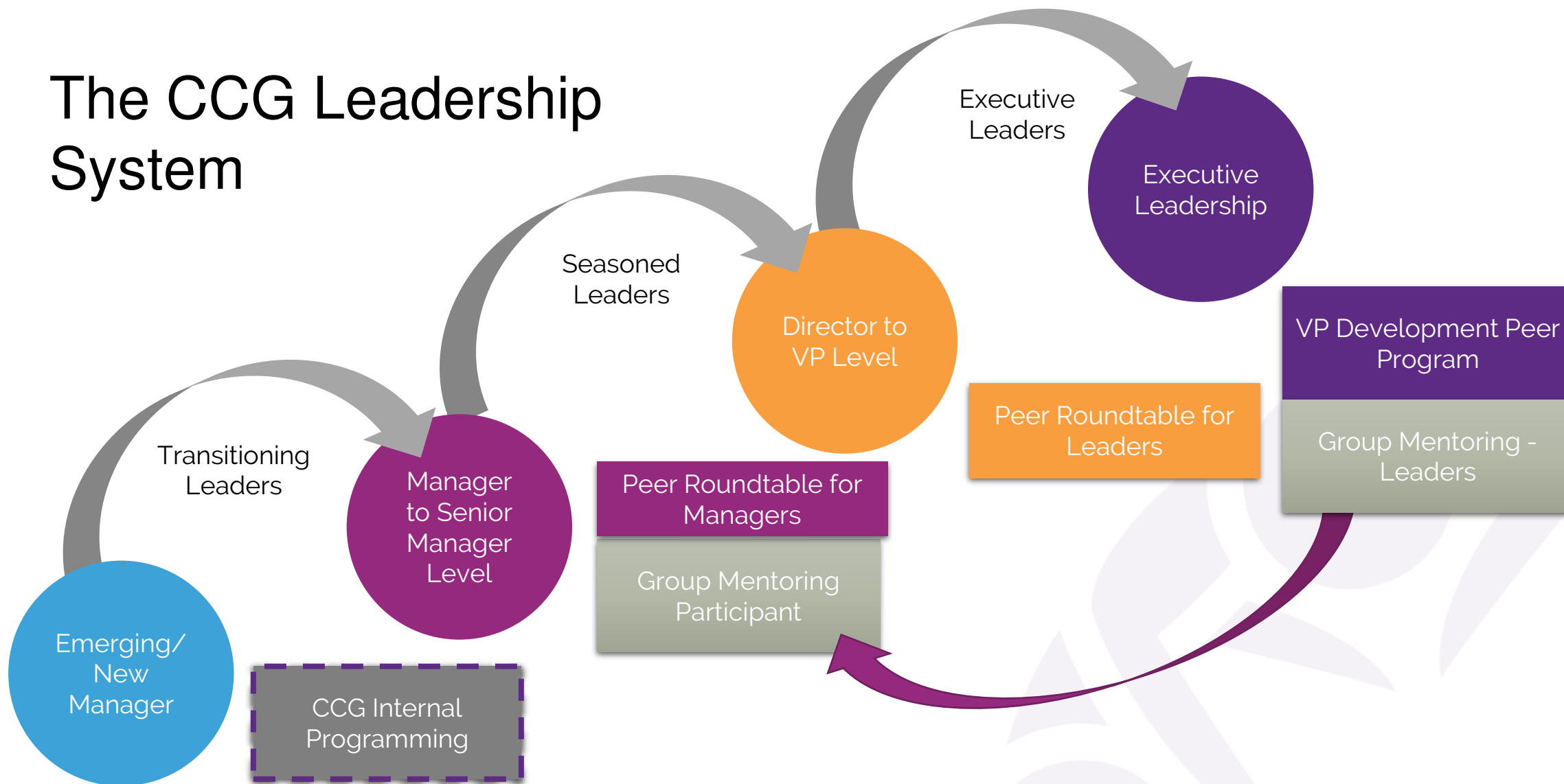
CAA Club Group

*“Where we started...and
how it’s going”*

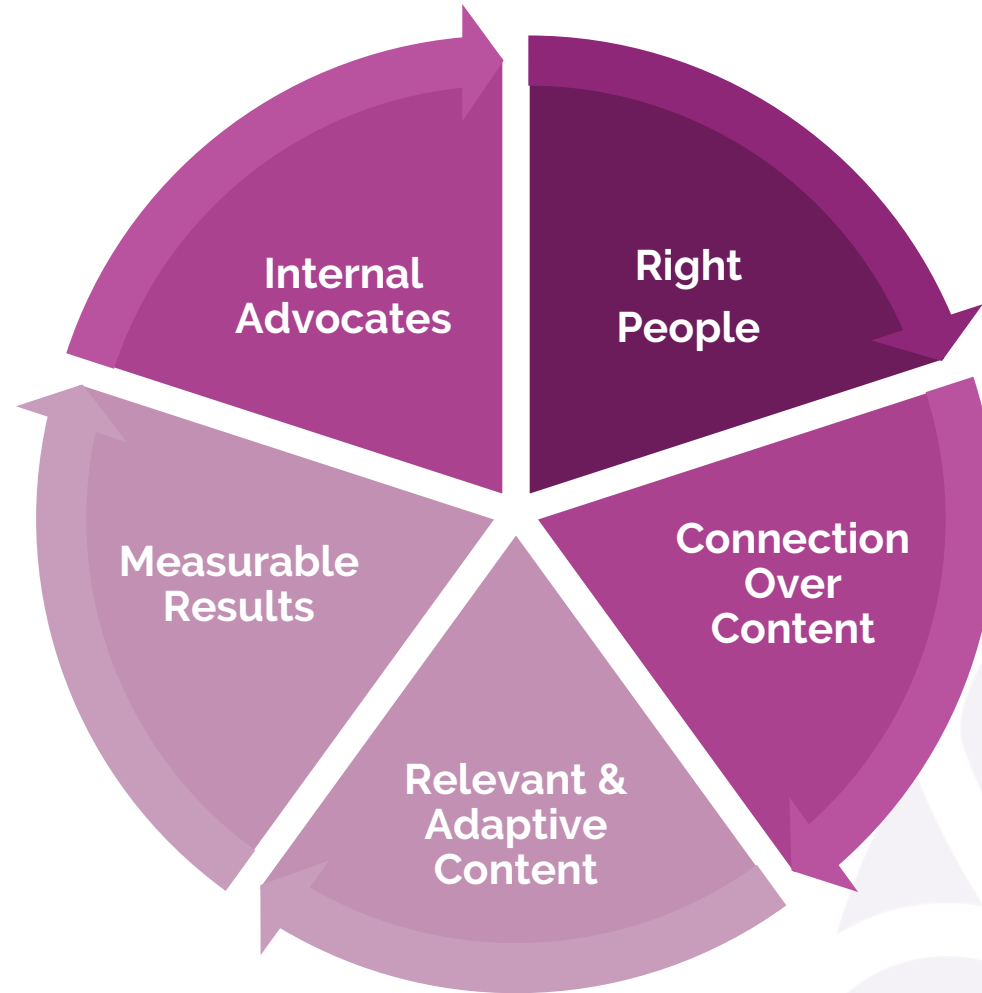
Program Evolution 2012 to 2024



The CCG Leadership System



Our Leadership 'Flywheel'



The Impact

What Participants Had to Say

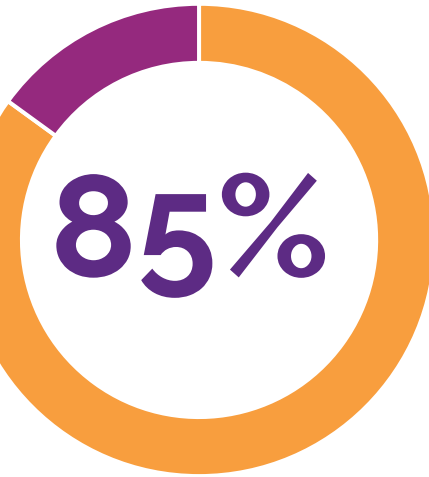
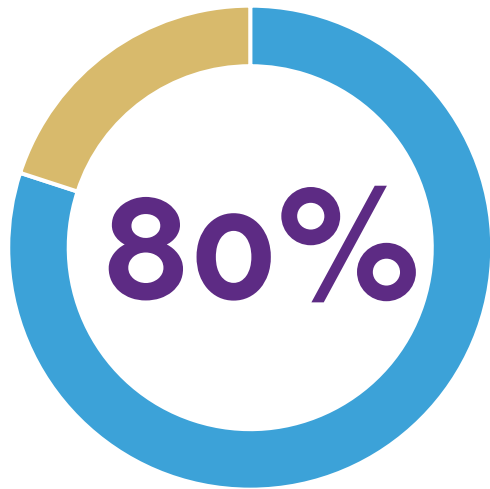


"My life is forever changed because of this program."



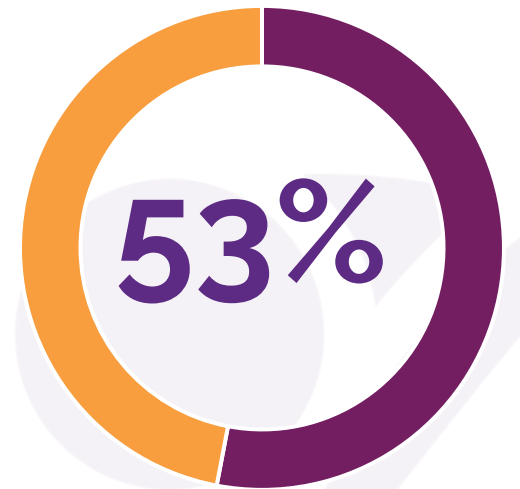
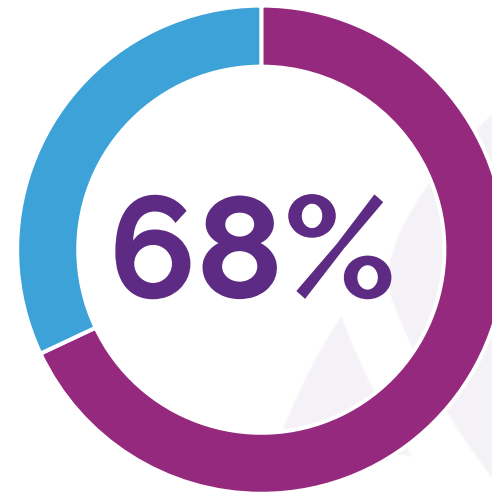
Accelerating Talent from Within

Retention



**Performance
exceeds
expectations**

**Promoted 2-3
times**



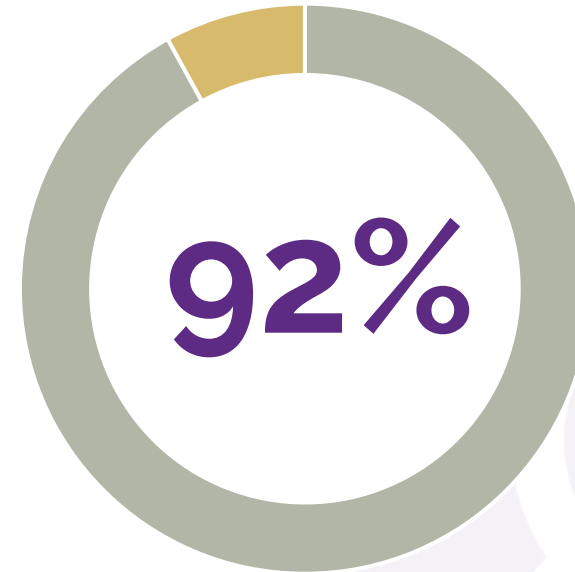
Moved laterally

Senior Leaders Observed



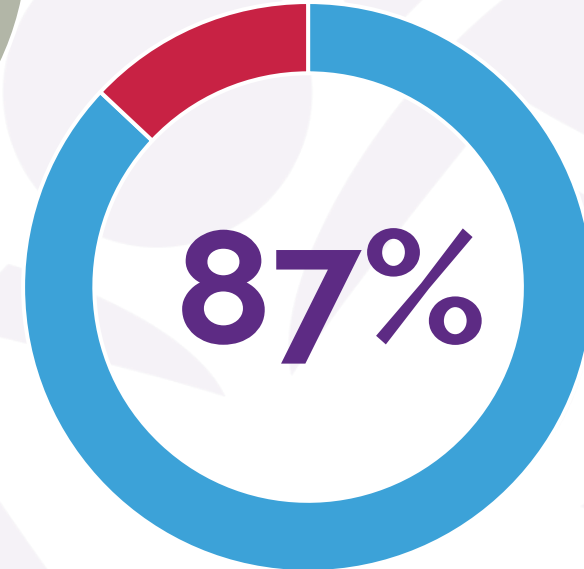
Better decisions

Improved cross-business collaboration



Increased confidence communicating

Increased productivity



Participants Shared



Added more tools

Increased my self awareness



Improved my ability to lead

Built & leveraged cross-functional relationships



The background is a solid blue color. On the left side, there is a faint, stylized graphic consisting of several overlapping circles and leaf-like shapes, all in a lighter shade of blue. Centered on the page is the text "Take Action" in a white, bold, sans-serif font.

Take Action

Peer Exchange



What has been the most valuable part of today's conversation?

What is one action you plan to take?



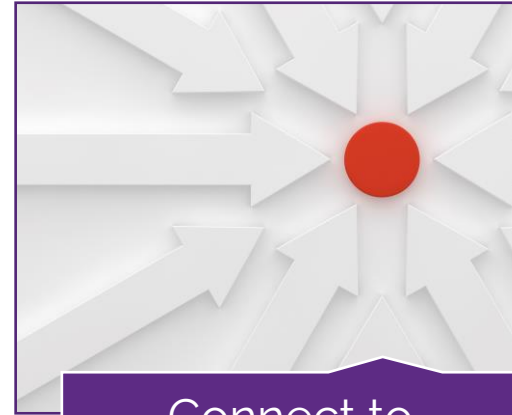
Final Tips



Leader
involvement is key



Assess & Iterate



Connect to
Strategy



Create a Pull vs.
Push

Guides & Resources



Stay connected

Glain Roberts-McCabe

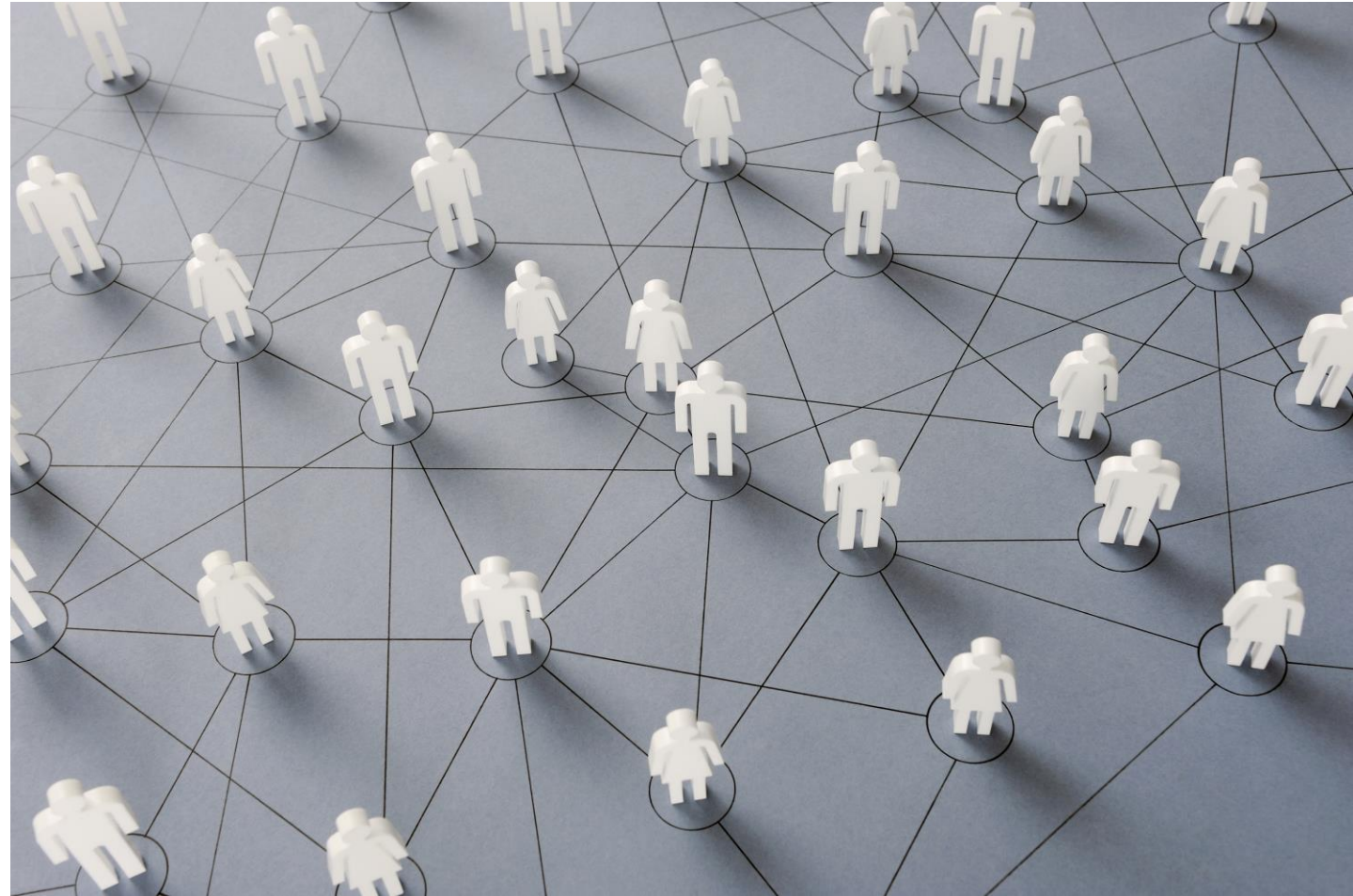
The Roundtable

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the
roundtable

Where Leaders Cultivate Leadership, Together

