



**CONFLUENT**  
BETTER IDEAS TOGETHER

## CEO PEER ADVISORY GROUP

**You're leading through complexity and constant change—keeping your team focused on a mission that matters.** As a CEO you're wearing many hats: managing operations, nurturing stakeholder relationships, setting strategic direction, and making the hard calls. You care deeply about community impact, but it's easy to get buried in the day-to-day. You might find yourself wondering:

- How do I stay strategic when the crisis du jour keeps pulling me in?
- What am I not seeing—what blind spots or perspectives might I be missing?
- How do I align my team, my board, and my partners around a shared path forward?
- How do I lead with clarity in a landscape that's constantly shifting?

**This peer group is your space to reset, reconnect, and move forward with purpose.**

It's designed for leaders who are mission-driven but don't always have the right forum to step back, think strategically, and talk candidly. You'll join a high-trust circle of peers who understand the weight of executive leadership in organizations that serve both purpose and people. Together, you'll set the agenda—sharing insights, tackling tough decisions, and holding one another accountable so you can lead with resilience, integrity, and renewed momentum.



### MONTHLY PEER GROUP

Professionally facilitated **monthly in-person half-day** sessions using a proven problem solving framework to get peer insights into your organizational and leadership challenges.



### 1:1 COACHING

Explore options and obstacles through a fresh lens with a **professionally trained coach** from CoachU, an International Coaching Federation (ICF) accredited institution.



### SPEAKERS

We will invite speakers to share knowledge on topics of common interest within the group. These **subject matter experts** will provide the latest insights to help drive business decisions.

**About the facilitator:** Shana Montrose is a Denver-native who earned an MA in Latin American Studies from the Georgetown School of Foreign Service, an MPH from Harvard's School of Public Health, and an MBA in Health Administration from University of Colorado Denver. She is former executive, is certified by the International Coaching Federation, is a certified LEAN management systems practitioner, and certified Everything DiSC trainer.



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SCAN HERE TO APPLY:



## MEMBER SELECTION

By design, the CEOs invited represent a wide range of non-competing industries. The diversity—across sectors, including both for-profit and nonprofit organizations—creates a rich environment for cross-pollination of ideas. Instead of focusing on industry specifics, the group is united by these values:

**Integrity:** Advice only matters when it comes from people you trust. This group is built on mutual respect and alignment—members who act with integrity, who live their values, and who show up without hidden agendas. It's a space where straight talk and sound judgment matter.

**Authenticity:** There's no room here for posturing. The people in this group are real, transparent, and grounded. We don't waste time trying to decode what's really going on—instead, we get right to work helping one another tackle what's actually at stake.

**Impact:** Everyone in this circle is leading an organization that contributes to the greater good—whether through delivering services, creating jobs, growing people, or giving back to the community. What unites us isn't what we do—it's why we do it.

**Innovation:** This isn't a group about maintaining the status quo. We come together to explore new ways of solving hard problems. Members bring curiosity, creativity, and a willingness to think differently in service of progress.

**Collaboration:** We believe in solving problems together—and celebrating each other's wins. This is a space for generous thinking, honest feedback, and shared accountability. We delight in helping one another grow.

**How does coaching work in this context?** Each month, the facilitator meets individually with group members for a one-on-one coaching session. Coaching is not therapy, consulting, or teaching. These sessions create space for CEOs to step back, reconnect with their values, clarify their priorities, and lead more intentionally. Through coaching the facilitator stays attuned to what's top of mind for each leader, so when the group comes together, we can dive straight into the most relevant, high-impact topics already surfaced across the cohort.

## WHAT IT'S NOT

### Social Hour

Look elsewhere for happy hour. This isn't an excuse to get out of the house, and it's not about small talk. This is intentional time set aside for real work, deep thinking, and mutual support.

### Networking Event

It's not about collecting business cards or meeting as many people as possible. Instead, you'll build deep, trusting relationships with a consistent group of peers who act as your personal board of advisors.

### Training

This isn't a workshop with an instructor at the front of the room. It's a structured, peer-led problem-solving space where experienced leaders bring their challenges, share insights, and hold each other accountable for driving change.

