SKYPILOTS

Leadership Labs

Strengthen decision-making and alignment for scaling your organization.

The Leadership Challenge

As organizations scale, leaders face more information, more perspectives, and more competing priorities. Most leadership teams don't struggle with strategy — they struggle with making clear decisions and staying aligned as complexity increases.

Further, with AI increasingly generating analysis and recommendations, decision environments are becoming faster and more complex.

Common Leadership Breakdowns :

- decisions lack clarity or take too long
- alignment breaks down across leaders or teams
- reliance on analysis without strong judgment
- difficult conversations are avoided or diluted

SkyPilots Engagement : Capabilities and Approach

This SkyPilots engagement is designed to address real leadership challenges as they are currently experienced within the organization.

Context with AI → Decision Capability → Leadership Alignment → Leadership Practices

3 core leadership capabilities:

- Decision Capability - making clear strategic decisions under uncertain conditions.
- Alignment - maintaining shared priorities and constructive leadership dialogue.
- Leadership Operations - establishing systemic practices that support execution.

Leadership challenges we address : contextual examples

- leadership teams circling decisions without clear ownership or resolution
- senior leaders aligned in meetings but misaligned in execution
- important issues avoided or softened instead of addressed directly
- decisions driven by analysis, but lacking clear judgment and direction

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LEADERSHIP DISCOVERY

Before the program begins, participants complete a short leadership diagnostic tool designed to identify key decision and alignment challenges within the leadership team.

The diagnostic tool includes:

• a brief leadership questionnaire
• short leadership interviews
• a summary of leadership decision and alignment patterns

Insights from this diagnostic help to inform the focus of the program sessions.

LAB 1 : LEADERSHIP IN THE AI ERA

Artificial intelligence is rapidly transforming how organizations generate analysis, insights, and strategic recommendations. This session explores how leadership capability must evolve in AI-enabled environments.

Leadership Focus :

- how AI is changing decision-making processes
- interpreting AI-generated insights
- balancing machine analysis with human judgment
- risks of over-reliance on automated outputs
- leadership accountability in AI-assisted decisions

LAB 2 : DECISION CAPABILITY

Scaling organizations require leaders to make decisions with incomplete information and competing priorities. This session focuses on strengthening decision judgment in complex environments.

Leadership Focus :

- decision-making in complex environments
- structuring and framing strategic decisions
- balancing speed with sound judgment
- clarifying decision ownership
- maintaining clarity under pressure

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LAB 3: LEADERSHIP ALIGNMENT

As organizations grow, leadership misalignment often becomes the biggest barrier to execution. This session focuses on strengthening leadership alignment so teams share clear priorities, communicate effectively, and engage in constructive leadership dialogue.

Leadership Focus :

- aligning leadership priorities and direction
- communicating strategy with clarity and consistency
- reducing ambiguity across teams and decisions
- encouraging constructive disagreement and open dialogue
- navigating difficult conversations with clarity and confidence
- building trust, accountability, and leadership presence

LAB 4 : LEADERSHIP SYSTEM

This session focuses on translating program insights into concrete leadership operating practices that improve decision clarity, alignment, and execution.

Leadership Focus :

- clarifying decision ownership and decision processes
- leadership communication norms
- strengthening alignment around priorities
- establishing practices for constructive leadership dialogue
- improving leadership meeting effectiveness

PROGRAM OUTCOMES – participants gain the ability to:

- interpret AI-generated insights and apply human judgment responsibly
- apply structured decision practices in complex situations
- strengthen leadership alignment around priorities and strategy
- engage in constructive leadership dialogue and productive debate
- sustain leadership effectiveness as organizational complexity increases
- recognize leadership habits and opportunities for continued growth

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FORMAT:

- designed for 4–12 leaders from the same organization
- leadership labs, including integration session
- 4 hours per session
- 20 hours total program time
- delivered over 8–12 weeks

INVESTMENT

- Core Program (4 sessions): $19,000 + GST
- Executive Program (includes leadership coaching): $24,000 + GST
- Custom programs available for larger leadership teams.

FACILITATOR

Stuart Anderson, Perf. Psych. HPC is a high-performance coach, leadership strategist, and educator. He works with leaders and organizations to develop high-performance culture and decision-making capability. His work integrates insights from performance psychology, organizational leadership, and elite performance environments. Over the past 20+ years, he has helped leaders and teams strengthen their ability to perform effectively under pressure and complexity.

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BOOK A DISCOVERY CALL : calendly.com/skypilots

SkyPilots also partners with organizations such as Discovery Foundation to deliver cohort-based leadership programs.

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