BELL
LEADERSHIP INSTITUTE
BUILDING LEADERS SINCE 1972



Signature Roundtables

Cohort-Based Leadership Development
Purpose-Built for Your Teams



Built Around Your Table.

30+ YEARS of The Leader's Roundtable

+

DECADES OF EXPERIENCE building customized client roundtables

=

ONE SIGNATURE EXPERIENCE built for your leaders and your business

Bell Leadership Signature Roundtables bring our proven frameworks inside your organization, creating a sustained experience where your leaders learn together, broaden their perspective, and immediately apply what they learn to the real decisions facing your business.

A deeper bench. A shared language. A stronger leadership culture.

Individual Excellence Is Not the Same as Collective Strength

CLOSE THE GAP. BUILD YOUR BENCH.

Organizations invest heavily in developing strong individual leaders. But individual capability doesn't automatically become collective strength. The gap is the space between leaders who excel within their own function and area and a bench that thinks, decides, and leads together across the business.

The gap looks different depending on who's sitting at the table.

Executive Leadership Team

THE ALIGNMENT GAP

Move from senior leaders representing their respective functions to an executive team that thinks, decides and executes from one shared direction.

Next-Generation Leaders

THE ENTERPRISE LEADERSHIP GAP

Prepare rising leaders to weigh tradeoffs across functions, broaden their perspective, and lead for the enterprise as a whole.

High-Potential Talent

THE EXPOSURE GAP

Give promising talent earlier exposure to how leaders across the business think, before they're the ones making those decisions themselves.

Every leadership bench has different gaps.
A Signature Roundtable is built to close the ones that matter most to your business.



The Signature Roundtable Experience

A PROVEN FRAMEWORK, SHAPED AROUND YOUR LEADERS, AND YOUR BUSINESS.

Every Signature Roundtable combines Bell Leadership's proven leadership frameworks with the context, priorities, and real-world challenges of your organization.

DISCOVER	Before the first session, we work with executive sponsors and participants to understand your organization, your leaders, and the opportunities and challenges in front of them.
PREPARE	Ahead of each session, targeted reading, reflection, or assessments focus participants' thinking on the upcoming work.
EXPERIENCE	Bell Leadership trainers combine proven leadership frameworks, facilitated discussion, and hands-on application grounded in your business.
APPLY	Between sessions, participants put what they're learning to work, supported by follow-up exercises and reflection.
BUILD	Each session builds on the last, creating sustained development, deeper relationships, and a shared perspective over time.
PARTNER	A dedicated Bell team stays with you throughout the engagement, providing continuity from initial conversations through the final session.

The framework is proven and ready to go.
The application is shaped around your leaders and your business.

For Your Executive Leadership Team

EXECUTE. LEAD AS ONE.

A highly customized experience designed for your executive team to work together on your most important opportunities and challenges. Through discovery and a tailored sequence, the Signature Roundtable creates a shared plan at the top and strengthens how the team collaborates, decides and executes against it.

WHO	C-suite level. The most senior leaders responsible for setting direction for the whole organization.
PURPOSE	Build an executive leadership team that sets one shared direction and turns what it learns into coordinated action.
FORMAT	6–12 leaders | 4–6 two-day sessions | ~12 months

Your Needs Inform the Starting Point

Through discovery conversations with each executive, the Bell Leadership team identifies areas of alignment, differing perspectives, and the issues most important for the team to address together. Starting with Achievers™ as the foundation, the experience takes shape around what the team needs most, aligning the topics, sequence, and emphasis for maximum relevance and impact.

Possible Focus Areas

- **Aligning on Mission, Vision, Values & Strategy**
- **Leading and Working as an Executive Team**
- **Building the Next Generation of Leaders**
- **Creating a Change-Ready Culture**
- **Thriving in a Complex Executive Life**



WHAT CHANGES AT THE TOP

A shared direction the whole team owns. Faster, better decisions made together. Stronger collaboration across the business.

THREE WAYS TO BUILD YOUR TABLE

EXECUTIVE LEADERSHIP TEAM | **NEXT-GENERATION LEADERS** | HIGH-POTENTIAL TALENT

For Your Next-Generation Leaders

EXPAND PERSPECTIVE. INCREASE IMPACT.

Help your rising leaders move from functional expertise to enterprise thinking—equipping them to lead across boundaries, contribute at a higher level, and prepare for what's next.

WHO	Vice presidents, directors, and leaders of teams, divisions, or cross-functional work who are being positioned for broader responsibility.
PURPOSE	Position rising leaders to think, decide, and lead at the enterprise level, not just excel within their own team or function.
FORMAT	12–24 leaders | 6 two-day sessions | 12–18 months



The Learning Journey

A proven sequence of topics, with real-world application.

1. **Achievers™: Developing Critical Self-Awareness**
2. **Thinking Like a Leader: Purpose, Perspective & Wisdom**
3. **Building High Performing Teams**
4. **Selecting & Developing Talent**
5. **Leading Through Change**
6. **Sustaining Personal Peak Performance**

BUILT AROUND YOUR BUSINESS

The topic sequence provides the framework. Applications and discussions are built around the real decisions and challenges facing your organization, with opportunities for executive sponsor involvement throughout.

For Your High-Potential Talent

BUILD TODAY'S TALENT FOR TOMORROW.

Give your high-potential talent early exposure to how leaders across the business think, well before they are the ones making the calls. A proven core sequence—delivered with the real-world context of your organization—helps them grow, contribute sooner, and prepare for expanded responsibility.

WHO	Emerging leaders identified as high potential. They may or may not have direct reports, but are typically strong performers who are not yet leading a large team, division, or function.
PURPOSE	Give high-potential talent early exposure to enterprise leadership and prepare them for broader responsibility.
FORMAT	18–30 leaders | 4–6 sessions of 1½–2 days | 12–24 months



Core Topics

1. **Achievers™: Developing Critical Self-Awareness**
2. **Understanding the 10 Roles of a Leader's Job**
3. **Communicating for Impact**
4. **Leading Change in Yourself and Others**
5. **Building Selection & Hiring Skills**
6. **Managing Time, Priorities & Personal Performance**

BUILT FOR YOUR FUTURE

This roundtable is intentionally streamlined, with a proven core sequence. Examples and discussions are drawn from your organization and the experiences of the leaders in the room.

Your Leadership Guides

EXPERIENCE AT YOUR TABLE

Seasoned trainers combine Bell Leadership's proven curriculum with deep leadership and business expertise. Drawing on diverse professional backgrounds, they bring real-world perspective to each discussion and create the conditions for meaningful learning, candid conversation, and practical application.



Bill Sanford
MS

SENIOR TRAINER & EXECUTIVE COACH

SINCE 2008

Expert in trust, teamwork, and organizational performance, drawing on an early career in conflict resolution and decades of experience developing leaders and teams.



Jon Player
JD MSPH

TRAINER & EXECUTIVE COACH

SINCE 2016

Trusted leadership advisor, drawing on backgrounds in law, science, and research to help leaders navigate complexity, think strategically, and take effective action.



Susan Gisler
PT, DPT, MHA

TRAINER & EXECUTIVE COACH

SINCE 2021

A seasoned healthcare leader and executive coach known for helping leaders foster engagement, lead through change, and achieve meaningful growth.

Your Signature Roundtable is guided by an experienced Bell Leadership trainer and supported by a dedicated Bell Leadership resource throughout the engagement.

Is a Signature Roundtable Right for Your Organization?

It may be time to build your table if...

- You are navigating growth, succession, change, or another important leadership transition.
- You are preparing next-generation leaders for broader enterprise responsibility.
- You have strong individual leaders who need to operate more effectively as a team.
- You want to build a stronger bench of high-potential talent.
- You want development that connects directly to your organization's real priorities and challenges.

Let's Talk About Your Table

We'll start with a conversation about your leaders, your goals, and the opportunities ahead. You don't need to have the Signature Roundtable designed before we talk. That's what the conversation is for.

WHO NEEDS TO BE AT THE TABLE?

WHAT NEEDS TO BE DIFFERENT WHEN THEY LEAVE IT?

WHAT DOES YOUR ORGANIZATION NEED THEM TO LEAD NEXT?

Those answers are where your Signature Roundtable begins.

Start the Conversation

CONTACT US AT (919) 967-7904
OR VISIT BELLLEADERSHIP.COM

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Your table starts here.

Let's talk about where your organization is headed and how a Signature Roundtable will get you there.

LEARN MORE ABOUT BELL LEADERSHIP SIGNATURE ROUNDTABLES.

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