

A New Paradigm for Leadership Development

Arvoki is a peer-led leadership development initiative designed to enable deep, sustained learning among senior executives. It is a long-term, trust-based engagement, where leaders draw on shared experience to work through real challenges together, and lead their teams toward important results.

Through this ongoing, facilitated exchange, leaders become:

- More impactful communicators
- Sharper strategic thinkers
- More confident decision makers
- The architects of high performing teams

Research confirms it.

Leadership effectiveness grows through connection, collaboration and mentorship. Leaders gain confidence and clarity when exposed to new perspectives, diverse thinking, and examples of what others are doing (Venkataramani and Bartol, 2025). Meanwhile, some of the most effective responses to complex challenges are shown to emerge when people from different backgrounds and organisations come together to co-create solutions, as demonstrated through “Strategy Labs” (Ramirez et al., 2023).

At Arvoki, we enable it.

We bring together small, diverse groups of senior executives (up to eight per group), carefully matched to ensure relevance and shared context. In these peer cohorts, leaders grow by learning from each other’s experiences, gaining new perspectives, and being challenged by equals.

We carefully onboard and facilitate regular, peer-led sessions to build trust and encourage open dialogue, creating the conditions for long-term, peer-to-peer mentoring relationships. In these sessions, leaders work through what leadership really looks like in practice.

Topics are tailored to the group’s priorities and span:

- Strategic decision-making
- Team design and dynamics
- Executive presence and influence
- Resilience and adaptability

As a result, leaders grow individually and earn their team’s trust. They learn to lead with clarity, communicate context with ease, guide their teams to solve challenges that drive results, and adapt alongside their organisation’s evolving needs.

Join the pilot.

Cohorts of up to eight senior executives are currently being formed. A no-cost pilot is running until the end of 2025, ahead of the official launch phase. Membership, starting in 2026, is currently priced at €1,500 per year, for up to 10 sessions (subject to change).

Step into the new leadership paradigm. Fuel your legacy.

Hamilton, J. (2025). *Businesses offering mentorship will support new wave of leaders*. The Times.

Ramírez, R., Lang, T., Finch, M., Carson, G., & Fisher, D. (2023). *Strategizing across organizations*. MIT Sloan Management Review, 64(3).

Venkataramani, V., & Bartol, K. M. (2025). *Why great ideas die on managers’ desks — and how to save them*. MIT Sloan Management Review.