



Leadership for Growth

Inspiring business leaders
to ignite global growth



Enterprise Ireland's premier Leadership for Growth Programme empowers business leaders with the visionary, strategic, and innovative skills needed to scale Irish companies on the global stage.

Since its inception in 2006, Leadership for Growth has been instrumental in nurturing leadership talent within Ireland's indigenous industries, driving job creation and economic growth. Over that time, the programme has revolutionised how CEOs lead their organisations and teams to achieve international success.

Enterprise Ireland has partnered with the best educators in the world to deliver Leadership for Growth, with 450 CEOs having participated to date. The Leadership for Growth Alumni are now acknowledged as some of the most outstanding businesses in the global marketplace.

Enterprise Ireland is now seeking the next wave of Irish companies to embark on this exceptional leadership development journey.

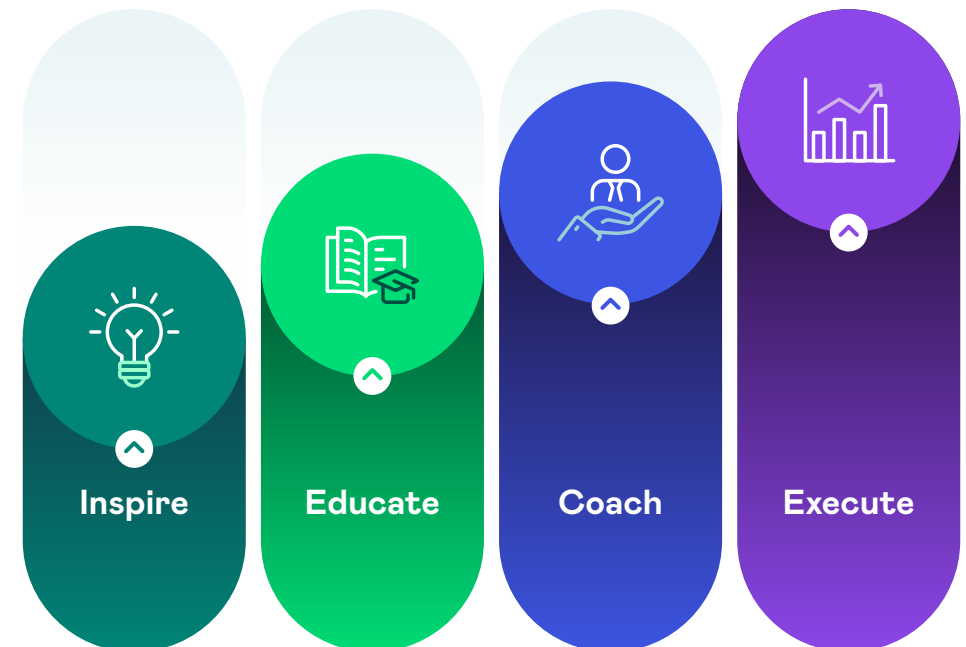


Who should apply?

Leadership for Growth is designed for CEOs across all sectors who are dedicated to propelling their well-established businesses (typically over €10 million turnover) to new heights of global growth.

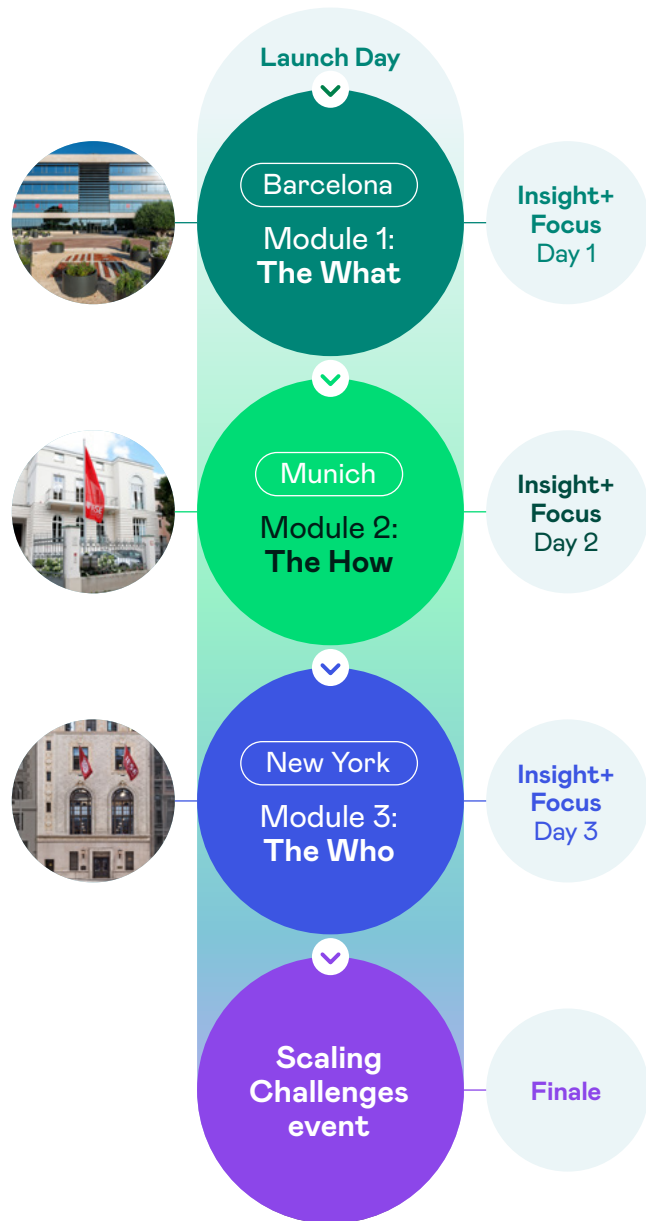
Ideal candidates are those with high aspirations for their companies and the ability to fully commit to the programme, ensuring they gain the maximum return on investment. The participating companies must demonstrate significant scaling potential that aligns with the CEO's ambitious vision.

Ignite global growth



Your Programme Journey

A guided journey combining business advising, coaching, cohort support, and group workshops to help you develop and deliver a focused strategic growth plan.



Programme Dates

Client briefing	Killashee Hotel, Ireland	October 8th, 2026
Launch L4G	Killashee Hotel, Ireland	December 2nd, 2026
Module 1	IESE, Barcelona	Feb 15th-19th, 2027
Insight + Focus Day 1	Killashee Hotel, Ireland	April 13th-14th, 2027
RCSI Wellness	Dublin, Ireland	April 15th, 2027
Module 2	IESE, Munich	May 24th-28th, 2027
Insight + Focus Day 2	Killashee Hotel, Ireland	June 15th-16th, 2027
Module 3	IESE, New York	Aug 23rd-27th, 2027
Insight + Focus Day 3	Killashee Hotel, Ireland	October 5th-6th, 2027
Scaling challenges	Virtual	November 9th, 2027
Finale	Killashee Hotel, Ireland	November 11th, 2027
Making it Real	Killashee Hotel, Ireland	December 8th, 2027

About IESE

IESE Business School is a top ranked provider in the world for Executive and Custom education by the Financial Times and has global reach with five worldwide campuses and 15 globally-associated business schools. IESE has extensive faculty expertise in teaching, research, business consulting and innovation. IESE has led over 180 CEOs through Leadership for Growth since 2016, tailoring their approach to the unique needs of Irish business. IESE inspires and educates; ensuring CEOs are fully prepared for long-term growth and renewal.





Educational Modules

Access to IESE Business School's world-renowned custom design, faculty, teaching/learning methodologies and global campus experience. Practical Ireland-based workshops allow learnings to cascade from CEOs to their senior leadership teams during scheduled Insights Days. Additional time is set aside in Focus Days for sustainability, strategic finance, and human resource skills-building and addressing scaling challenges at team-level.



Programme Team – Executive Education



Tricia Kullis

Tricia Kullis is Programme Director of L4G and Executive Director of Custom Solutions at IESE Business School, where she leads a team of 19 professionals, collaborating with faculty and partner companies to enhance executive leadership for strategic impact. With extensive experience in Executive Development, Talent Management, and Employee Engagement, she has supported Fortune 500 companies and startups in strategic transformations. Tricia has managed executive programs globally, partnering with prestigious institutions and delivering projects across five continents.



Mike Rosenberg

Mike Rosenberg is Academic Director of L4G and Professor of Strategic Management at IESE Business School, where he teaches strategy, geopolitics, and sustainability. He has authored several books on these topics and has extensive experience in executive education and management consulting, having worked with multinational companies and government agencies globally. Professor Rosenberg holds a PhD from Cranfield University, an MBA from IESE, and a Bachelor of Science in Naval Architecture from the University of Michigan.



Marc Sosna

Marc Sosna is the Executive Director of the Learning Innovation Unit at IESE and a PhD candidate at the Technical University Berlin. He specialises in entrepreneurship and strategy, focusing on growth strategies, internationalisation, and business model innovation. Marc has co-authored the book "Entrepreneurial Icebreakers" and has extensive experience in executive education, consulting for the IFC/World Bank, and working with high-growth CEOs globally. He has designed and delivered innovative learning programs and has been actively involved in the Leadership 4 Growth Programme at IESE.



Evgeny Kaganer

Evgeny Kaganer is a professor at IESE Business School, specialising in digital business and transformation. His research on digitalisation and AI's impact on business models has been widely published and cited in major media outlets. With extensive experience in executive education and consulting, he has worked with multinational companies globally. Evgeny has also held significant academic leadership roles, including developing IESE's virtual classroom and serving as Dean of Academic Affairs at the Moscow School of Management in Skolkovo.



Núria Mas

Núria Mas is a professor in the Economics Department at IESE Business School and holds the Jaime Grego Chair of Global Healthcare Management. She has a Ph.D. in Economics from Harvard University and has worked at Lehman Brothers International. Her research focuses on health economics, particularly the organisation of healthcare systems, and she has published extensively in international journals. Prof. Mas has also served as an advisor to the European Commission and various public sector institutions, and she is involved in several SMEs and boards.



Anneloes Raes

Anneloes Raes is a professor and director of the Department of People Management in Organisations at IESE, holding the Puig Chair in Global Leadership Development. She has a doctorate in Organisational Behavior and a master's in Psychology. Her research on top management teams, teamwork, and leadership has been widely published, and she teaches leadership and human resource management at IESE. Additionally, she serves on the supervisory board of Rijk Zwaan and will be teaching in the Global CEO program.



Kandarp Mehta

Kandarp Mehta holds a PhD from IESE Business School, and has been with IESE's Entrepreneurship Department since 2009, focusing on creativity in organisations and negotiations. He consults with startups on innovation and creativity and has conducted numerous workshops for executives and students globally. Previously, he taught Corporate Finance at ICFAI Business School in India and remains actively involved with creative industries and international institutions supporting SMEs.



Carles Vergara

Carles Vergara is a professor of Finance at IESE Business School, specialising in real estate, financial markets, and the impact of climate risk on investment decisions. His research has been published in leading academic journals and presented at top international conferences. With a background in civil engineering and a PhD from UC Berkeley, Carles combines academic rigor with practical insights. He also advises boards and public-private initiatives on finance and urban sustainability.



Coaching journey

Dedicated and intensive CEO leadership coaching, senior leadership team business advisory sessions and peer action learning forums, guided by highly experienced practitioners. The Lead and Deputy Lead will be joined by a team of Business Advisor Coaches (BACs) who will advise, facilitate, assess and coach participants over the programme.



Programme Team – Business Advisor Coaches



**Brendan
Dowling**

Lead Business Advisor Coach (BAC) Brendan Dowling is a seasoned technology entrepreneur with over 30 years of experience in the telecoms and media sectors, having founded and successfully exited several internationally-traded companies. He has extensive experience as a Business Advisor Coach, working with organizations like Enterprise Ireland and the Irish Stock Exchange, and has coached numerous CEOs and senior management teams of top scaling SMEs in Ireland and Northern Ireland. Brendan is recognised for his thought leadership in business strategy, innovation, and entrepreneurship, and has served as Chair of the Board of Directors for various scaling Irish companies across multiple industries. He holds qualifications as a Chartered Accountant, an MBA, a B. Comm, and a Diploma in Executive Coaching, and is the author of "Accelerating Company Growth."



**Catherine
Goodman**

Deputy Lead BAC Catherine Goodman is a seasoned executive educator, mentor, and business advisor coach with over three decades of experience across industry and academia. Formerly Head of Entrepreneurship and SME Growth at the Irish Management Institute, she has co-designed and led national programmes. Catherine has coached over 50 companies and specialises in strategic planning, innovation, and leadership development for scaling SMEs. With degrees in physics, engineering, and an MBA, she brings a unique blend of analytical rigour and practical insight to her work. Catherine is founder of Set2Grow and has held senior roles in the electronics sector, including acting CEO, Marketing manager, Product development manager and Operations manager.

RCSI Wellness

Leadership for Growth has partnered with RCSI Centre for Positive Health Sciences to incorporate personal, team and corporate wellness into the programme and coaching journey.



Peer Learning and Post-Programme follow-on

Peer-To-Peer

Significant industry networking and peer learning opportunities with fellow CEOs, alumni and international business leaders. Classes and cohort groups make lasting supportive friendships and business connections.



Additional Supports

Enterprise Ireland team input during and beyond the programme, ensuring participating companies can transition from Strategic Growth Planning to long term Implementation.



Alumni Network

All graduating classes are welcomed into our alumni network where continuous leadership and organisational development is a focus.



Programme Outputs

As a result of participating on Leadership for Growth, the CEO along with their senior leadership team will:

- Craft and communicate a Strategic Growth Plan (SGP) combined with the tools for implementation.
- Prepare and present a Finale poster outlining their programme journey, achievements to date and strategic intent (a visual summary of their SGP).

On completion, graduates will be able to:

- Leverage their leadership potential, and that of their senior leadership team.
- Inspire and empower a strong and forward-thinking, sustainability-minded senior leadership team.
- Strengthen corporate governance and accountability structures in-company.
- Instil a culture of learning, innovation, and continuous improvement.
- Recognise and engage with continuous leadership development opportunities.
- Reinforce scaling ambition.

Client Success Stories

Read what alumni have to say of the L4G experience and impact.



Watershed Group

The full package:
How the Watershed
Group transformed
operations
with Leadership
4 Growth
Enterprise Ireland



APC VLE

The best medicine:
How APC and
VLE Therapeutics
found ways to grow
with Leadership
4 Growth
Enterprise Ireland



Atlantic Aviation

The sky's the
limit for Atlantic
Aviation Group
CEO with
Leadership
4 Growth
Enterprise Ireland



Drover Foods

Drover Foods
finds recipe for
success with
Leadership
4 Growth
programme
Enterprise Ireland

Programme Fees

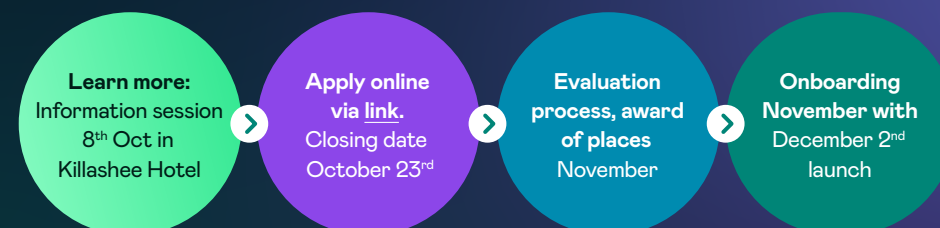
The programme is subsidised by Enterprise Ireland. After applying grant-aid, the direct cost to an SME is in the region of €30,000 for a CEO. A higher fee applies to large companies.

Fees include educational and coaching elements and catering in overseas and Ireland-based event locations. Accommodation and travel costs and international flights are arranged and funded by the participant.

Recommended module hotels will be available at a group rate.

How to Apply

Obtaining a place on Leadership for Growth is a highly competitive process.



Scan code to apply for a place



More Information



Yvonne Lowry
Programme Lead

Email: Yvonne.Lowry@enterprise-ireland.com
Tel: +353 1 727 2703

