

Glow & Grow

Rise from within.

For the senior leaders you want to keep — and the next level you need them in.

Your strongest executives have already decided to stay. The question now is whether the organisation gives them a reason to rise here — or leaves the next offer to make that case for them.

“Performance without fulfilment leads to burnout. Fulfilment without growth leads to stagnation.”

THE GLOW & GROW PHILOSOPHY

THE GLOW TRACK

Energy, fulfilment, influence

- The energy audit
- Values in the work
- Visible leadership
- Lighting up the team

THE GROW TRACK

Capability, scope, impact

- Enterprise context
- Strategic decisions with AI
- Leading what AI cannot
- Building the bench

The Rise Project

Each leader takes on a live, enterprise-level challenge chosen with their sponsor — and presents the result to the CEO or executive committee at the end of the program. Growth is proven in real work, not in a classroom.

Why CEOs and HR leaders choose it

- **Keep the leaders you cannot replace** — a visible, credible investment in their next chapter.
- **Turn long tenure into enterprise impact** — move experienced leaders from running a function to shaping the organisation.
- **See who is ready for what** — assessment before and after, a live project, and a sponsor review.
- **Protect the energy at the top** — fulfilled leaders sustain performance and carry their teams.

HOW IT WORKS

Six months. Two tracks. One live result.

Start · Baseline	Am I AI-Proof?, At Risk or Rising?, a context interview, and a sponsor conversation on what rising should look like.
Throughout · Glow & Grow	Group sessions and individual coaching across both tracks, with the Rise Project running in parallel.
Finish · Showcase	Rise Project presented to the CEO, re-assessment, and a next-level plan agreed with the sponsor.

Formats

- **Cohort** — six to twelve established leaders, group sessions plus individual coaching.
- **Team Day** — a one-day immersive for an executive team, turning individual energy into a team plan.
- **Individual** — both tracks one-to-one for a single sponsored senior leader.

Built on Strategic Contextual Leadership

Leadership works only when it fits its context. Glow & Grow applies the SCL framework — set out in Strategic Contextual Leadership (De Gruyter, 2025) — to the leaders an organisation most needs to keep.

YOUR FACILITATOR

Dr. Ergham Bachir

Founder of Organisation LAB and creator of the Strategic Contextual Leadership framework.

- 20 years of strategic HR leadership across the UAE, GCC, North America, the UK and Shanghai.
- Executive coaching and consulting for C-suite and board-level leaders.
- DBA, Henley Business School, University of Reading.
- Author of Strategic Contextual Leadership (De Gruyter, 2025) and the forthcoming Strategic Moves.
- Delivery in English and Arabic.

Who in your organisation is ready to rise?

Start with a 30-minute conversation. No pitch. No deck.

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