BLACKBIRD FOR TRAINING

# Leading for Results (INSEAD)

27 September – 1 October 2027
Berlin (Germany)



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## Introduction

The Leading for Results INSEAD program is designed to strengthen leadership capability by focusing on measurable performance and execution excellence. It emphasizes the direct connection between leadership behavior and organizational outcomes. Rather than concentrating only on strategy design, the program develops the ability to translate strategic intent into operational results through disciplined performance management and effective team leadership.

This program is relevant for executives, senior managers, department heads, project leaders, and professionals responsible for driving performance across functions such as finance, operations, human resources, marketing, and administration. It supports organizations seeking to close the gap between planning and execution while improving accountability and measurable impact.

Participants gain structured frameworks for setting priorities, aligning teams with objectives, managing performance gaps, and building a results-oriented culture. The program provides practical tools that can be applied immediately to enhance productivity, strengthen team engagement, and sustain institutional growth.

## Course Objectives

The Leading for Results INSEAD program aims to help participants:

- Understand the relationship between leadership behavior and measurable results.
- Identify leadership patterns that influence team performance.
- Set clear strategic priorities aligned with organizational goals.
- Develop structured performance management systems.
- Improve decision-making in complex environments.
- Motivate teams toward clearly defined objectives.
- Diagnose and address performance gaps effectively.
- Strengthen leadership communication and alignment.
- Connect strategic plans to operational initiatives.
- Build an actionable performance improvement roadmap.



## Course Structure

### Day One: Results-Oriented Leadership Foundations

- Defining results-driven leadership principles.
- Assessing personal leadership impact on performance.
- Clarifying organizational priorities.
- Allocating time and resources strategically.
- Case analysis of high-performance leaders.
- Practical self-assessment exercise.

### Day Two: Performance Management and Measurement

- Setting measurable performance objectives.
- Designing effective performance indicators.
- Monitoring progress and identifying gaps.
- Delivering constructive feedback.
- Addressing underperformance systematically.
- Developing a structured performance improvement plan.

### Day Three: Team Motivation and Accountability

- Understanding team motivation drivers.
- Building a performance-focused culture.
- Enhancing cross-functional collaboration.
- Managing conflict professionally.
- Delegating effectively to strengthen ownership.
- Applied leadership scenario workshop.

### Day Four: Decision-Making and Execution Discipline

- Structured problem analysis techniques.
- Risk evaluation in leadership decisions.
- Managing pressure in competitive environments.
- Strengthening leadership resilience.
- Turning operational challenges into improvement opportunities.
- Practical case-based decision exercise.



### Day Five: Translating Strategy into Sustainable Results

- Aligning organizational vision with execution plans.
- Developing phased implementation roadmaps.
- Evaluating performance progress.
- Peer review of participant-developed action plans.
- Identifying strengths and areas for improvement.
- Defining post-program leadership commitments.

## Why Attend This Course? Wins & Losses!

- Strengthens the ability to deliver measurable outcomes.
- Enhances executive leadership capability.
- Improves team performance management.
- Reduces execution gaps between strategy and results.
- Increases team engagement and accountability.
- Strengthens structured decision-making.
- Improves cross-department coordination.
- Supports sustainable organizational growth.

## Conclusion

The Leading for Results INSEAD program provides a structured framework for leaders who aim to achieve consistent and measurable performance outcomes. It integrates leadership behavior, performance management, accountability, and execution discipline into a cohesive development experience.

By addressing common organizational challenges such as unclear priorities, weak follow-up, and inconsistent performance measurement, the program equips participants with practical tools to close the gap between intention and results. The combination of applied exercises and structured frameworks ensures that learning translates directly into workplace impact.

**Achieving results requires more than strategic planning. It requires disciplined leadership, measurable objectives, engaged teams, and continuous evaluation. This program supports leaders in building those capabilities to drive long-term institutional success.**

