

Leading High-Performance Teams

Transform your team
into a dream team

IMD / Real learning
Real impact

TOP3 | WORLDWIDE
EXECUTIVE EDUCATION
10 YEARS IN A ROW
2012–2022 | Financial Times

Build and sustain a high-performance team

What does your team look like today? Do your team members excel at collaborating in a constructive, positive way? Can they maximize their creative and innovation potential? What can you do to improve engagement, initiative, and the seizing of learning opportunities?

Discover how, by focusing on inclusive leadership, interaction, creativity, and imagination, you can empower your team and enhance dynamics, ensuring that each person contributes his or her unique talents and surpasses expectations.



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To lead a team to high-performance, you need to build trust, foster a feedback culture, and ignite the spark for learning and growth.



Ina Toegel
Program Director
Professor of Leadership and
Organizational Change

Key learnings

Gain a leadership toolbox for amplifying your team's talent

IMD's Leading High-Performance Teams is a highly interactive and immersive on-campus experience. It enables you as a leader to build and sustain a high-performing team by maximizing your team's talent and innovation potential through trust-building, inclusive leadership, and growth mindset.

Develop your self-awareness

Develop awareness – in a trusting, supportive environment – of how you formally and informally lead teams.

Embrace inclusive leadership

Explore inclusive leadership, growth mindset, team dynamics, and communication.

Build your team toolbox

Gain tools and behaviors that positively impact team dynamics for higher performance and business growth.

Drive success in a hybrid team culture

Strengthen your ability to bond with your team and drive organizational success in physical, virtual, and hybrid contexts.

Four steps to high-performance teams

4.

Drive performance

3.

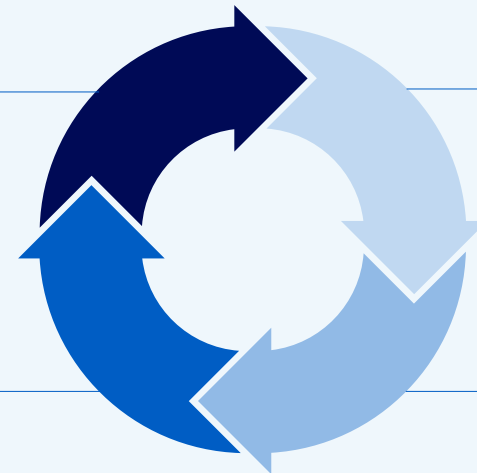
Share feedback

1.

Establish agreement

2.

Build trust



Your learning journey

Leading High-Performance Teams is an immersive and experiential 3.5-day program that takes place on IMD's campus in Lausanne, Switzerland. A team of world-class faculty and executive coaches will support you throughout your personalized learning journey, which includes post-program coaching. In addition to developing your leadership skills around a well-designed framework, you create a valuable network with global peers, whose experience will broaden your perspectives.

Step 1

Self-paced preparation

Before the program begins, you will briefly explore topics such as what defines a real team, what is unique in high-performance teams, and psychological safety. This tool-driven learning is designed to help you reflect on your team's needs before you arrive on campus.

[Preparatory readings](#)

Step 2

On campus

IMD faculty and coaches will lead you through the four stages of transforming a group of individuals into a dream team, namely:

- Establish agreement: align on how to work together.
- Build trust: sharing and opening up to build psychological safety.
- Share feedback: building on individual and team awareness.
- Drive performance: turn your reflection and learning into action.

On campus, 3.5 days

Step 3

Real-world application

After the program, you will receive tools focusing on the four steps to creating high-performance teams to help you apply your learning. They are designed for you to share with your team to stimulate reflection and lively discussions on the way forward together.

[Coaching call](#)
[Videos and readings](#)

Learning toolkit



Sessions with faculty, coaches, and peers



Assignment debriefs



Individual and group work



Videos and readings



Case studies



Simulation exercises



Meet your Program Director

Ina Toegel

Professor of Leadership and Organizational Change

Named one of the top business school professors globally by Poets&Quants, which included her on its 'Best 40 under 40' list in 2021, Ina Toegel's work focuses on how to build and sustain high-performance teams.

She says teams play a crucial role as vehicles of change in organizations seeking to make major transformations. Much of her work involves leading organizational change and aligning organizational culture with strategic priorities. She is also keen on leveraging technologies like virtual reality and AI to enable executives to develop new ways of working, communicating, and collaborating.

Toegel has led and taught on customized leadership programs for a wide range of organizations, including Hilti, Pirelli, Tetra Pak, Beiersdorf, and Société Générale.

[Read full biography](#) ↗

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Individually, none of The Beatles was a virtuoso musician. But together they produced some of the most innovative music in history. The magic happens when team members spark each other's curiosity and are accountable for each other's growth.

Participants

Connect with a diverse group
of global peers

Are you an executive who formally or informally leads teams and where strong and cohesive teamwork is an essential part of execution and innovation efforts in your organization?

Then join other executives from different industries, cultures, and nationalities for an enriching learning experience that will help you transform your team. This diverse group of global peers will become a trusted resource and network as you go through your leadership journey and advance your career.

18

years of
experience

85%

senior & C-level

43

average age

17

nationalities



You can join the program individually or with your own team of direct reports or peers. Participating as a team will enable you to evolve together and accelerate your collective impact. All participants will experiment with concrete tools and a four-step process aimed at creating winning team dynamics.



Challenging
what is
and inspiring
what could be

About IMD

The International Institute for Management Development (IMD) has been a pioneering force in developing leaders who transform organizations and contribute to society since it was founded more than 75 years ago. Led by an expert and diverse faculty, with campuses in Lausanne and Singapore as well as a Management Development Hub in Shenzhen, IMD strives to be the trusted learning partner of choice for ambitious individuals and organizations worldwide. Our executive education and degree programs are consistently ranked among the world's best by the Financial Times, Bloomberg, Forbes, and others. Our leading position in the field is grounded in our unique approach to creating *real learning, real impact*. Through our research, programs, and advisory work we enable business leaders to find new and better solutions: *challenging what is and inspiring what could be*.

Learn more



19,000⁺

executives come to IMD each year from 120+ countries and virtually every industry.



Most published institution in Harvard Business Review and MIT Sloan Management Review.*

91%

of participants report significant personal impact from attending an IMD program.**

*After HBS and MIT authors, 2019-2023.

1,600⁺

organizations trust IMD to develop their leadership talent each year.

130,000⁺

alumni in over 180 countries form a powerful network of global connections and opportunities.

98%

of participants would recommend IMD to a friend or a colleague.**

**Survey of 2023 participants.



Start
your journey

Fee

CHF 7,900

[Apply now](#)

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[Schedule a call](#)

[See program dates](#) ↗