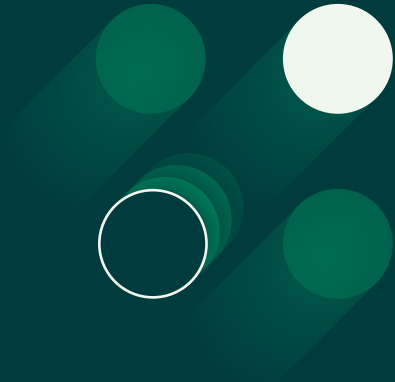




Executive  
Education



# High Impact Leadership Programme

## Leadership

The Business School  
for the World®

# HIGH IMPACT LEADERSHIP PROGRAMME

## From management to leadership

The demands placed on today's managers are intense. No matter how impeccable their technical skills – whether in their own function or business in general – they are constantly asked to get more out of their teams. Even in the comparatively early stages of an executive career, there is pressure not just to manage, but also to lead.

INSEAD's **High Impact Leadership Programme** enables managers to rise to the leadership challenge. Over five days, it guides participants from 'macro' issues such as organisational structures, incentives, and informal networks to 'micro' topics like managing performance, and providing and using feedback to enhance personal and professional growth. The macro and micro components of the programme are linked through the notion of 'X-teams', an influential concept co-developed by INSEAD faculty, which helps participants learn how to design effective internal team processes and external networks to achieve the team's objectives.

The faculty team includes some of the world's leading experts on the topics covered in the programme. Working closely with behavioural consultants, they seamlessly combine the theory and practice of leadership into a single transformational experience.

To achieve this, they rely on innovative combinations of case discussions, INSEAD-developed assessment tools and simulations, group exercises, and leadership feedback sessions that help participants to understand how their behaviour shapes, and is shaped by the behaviour of other people in the organisation. Participants leave INSEAD with a personal action plan to enhance their management and leadership abilities, the execution of which is assured by a post-programme follow-up with the same coaches who helped them devise their plan.

## Programme director



**Martin Gargiulo**  
*Professor of Organisational Behaviour*

## Key benefits

- Understand how organisations work and how to develop and use your professional network to achieve your objectives
- Learn how to create and maintain a high-talent, high-energy and high-performance 'X-team'
- Enhance your ability to obtain results through others by improving self-awareness, motivating your team and influencing your organisation

## Programme content

The programme has three interlocking parts focusing on the three pillars of high-impact leadership: understanding organisations, creating and leading effective teams, and developing your leadership skills.

### Part I: Understanding organisations

The first part of the programme is designed to help you understand and manage the formal and informal structures, incentive systems and cultures that shape individual and group behaviour in organisations. The topics covered in this part include:

- Understanding organisational structures and their effects on individual behaviour
- Realigning structures and incentives to make organisations responsive to customer needs
- Understanding and changing organisational cultures
- Aligning business unit strategy with corporate strategy
- Building, discovering and leveraging informal networks to achieve results

### Part II: Creating and leading effective 'X-teams'

Teams sit at the intersection between the individual and the organisation, and serve as the link between the first and the third parts of the programme. The topics covered are:

- Developing and leading effective X-teams by simultaneously managing internal group processes and external sources of knowledge, information and support
- Diagnosing performance problems, providing feedback and coaching team members to achieve superior performance
- Identifying, mentoring and empowering talent in your team and in your organisation

### Part III: Developing your leadership skills

The third part of the programme combines experiential and classroom activities in a leadership workshop that helps you explore, practise and obtain feedback on effective managerial and leadership behaviours. By working in teams and exercising leadership under the guidance of the behavioural consultants, you will understand the motivations behind behaviours and their impact on other team members. The workshop culminates in an individual action plan to implement after the programme with the support of the INSEAD coaches.

This part of the programme will focus on:

- Engaging in video-recording experiential activities and feedback sessions to understand how your behaviour impacts other team members and how the behaviours of others affect you
- Elaborating a personal action plan to bring your learning back into your work, supported by individual coaching and follow-up sessions with your behavioural consultant
- Developing strategies to break down personal barriers to change that may prevent you from implementing your action plan and unlock your potential as a leader
- Understanding and working with differences in motivations, values and career orientations in your team and in your organisation

## Participant profile

The **High Impact Leadership Programme** is designed for managers with three to six years' experience in leadership roles, including MBA graduates seeking to refresh their leadership and management skills. The programme welcomes participants from all functions and units within all kinds of companies, and will benefit a range of candidates – from high-potentials to experienced technical specialists who have come to leadership positions late in their careers.

# Our Mission

We bring together people, cultures and ideas to develop responsible leaders who transform business and society.



Fontainebleau Campus

Our original campus is based in Europe. There, we are nestled in the tranquil forest of Fontainebleau, which offers a pleasant contrast to the sleek, modernist architecture of the campus. The proximity to local French culture keeps us close to our roots.



Singapore Campus

Our Asia Campus, based in Singapore, was established as an extension of our longstanding presence in Asia. It is situated close to Singapore’s bustling city centre and financial district, and benefits from the area’s warm climate and culturally rich environment.



Abu Dhabi Campus

Our Middle East Campus, based in Abu Dhabi, is INSEAD’s latest evolution. The campus is located in Al Khateem Tower on Al Maryah Island, right on the midpoint between the city’s downtown district, fast-growing Al Reem Island and thriving cultural district on Saadiyat Island.



San Francisco Hub

Our first official center in North America, the San Francisco Hub for Business Innovation is a state-of-the art facility which translates our unique global insights and perspective to organisations and business leaders from the US and around the world. Located in down-town San Francisco, just two blocks from the Giants’ Oracle Park, the Hub is set to capitalise fully on the Bay Area culture of innovation and the digital transformation of business.

# CALENDAR 2025-2026

PROGRAMME	DATE	LOCATION	LENGTH	FEE**	LEVEL - Applicable to all sessions
High Impact Leadership Programme <sup>(1)(2)</sup>	3-7 February 2025	F	5 days	€10,950	- Functional Manager
	18-22 May 2025	A	5 days	€10,950	
	2-6 June 2025	S	5 days	SG\$16,100	
	1-5 September 2025	F	5 days	€11,400	
	17-21 November 2025	S	5 days	SG\$16,100	
	9-13 November 2025	A	5 days	€11,400	

\*\*Fee subject to change. VAT/GST shall apply at prevailing rates according to prevailing laws and regulations.  
(1)Participants are required to attend a programme introduction and opening dinner the evening before the formal instruction begins.  
(2)Participants are required to attend a closing dinner on the last evening of the programme. Departure should be scheduled for the following day.

# Practical Information

**CONTACT US**  
For further information on **High Impact Leadership Programme** programmes, contact:

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Visit our website: [www.insead.edu/executive-education/leadership/high-impact-leadership-programme](http://www.insead.edu/executive-education/leadership/high-impact-leadership-programme)

**APPLICATION PROCEDURE**  
Places on the programmes are confirmed on a first-come, first-served basis, taking into consideration applicants' levels and objectives, and the diversity of the classes.

We recommend that you submit your completed application form as early as possible, preferably six weeks prior to programme commencement. The Admissions Committee will review your application and advise you on the outcome as soon as possible. Please do not hesitate to contact us if you have any questions about which programme may best suit your objectives or for any additional information.

**Note:** All our open programmes are taught in English and participants should be able to exchange complex views, listen and learn through the medium of English.

**TUITION FEES\***  
The programme fee covers tuition, course materials and lunches on working days, as well as the closing dinner. It does not include travel, accommodation or incidentals. Participants will have to settle accommodation expenses and incidentals before the end of the programme.

\*Fee subject to change. VAT/GST shall apply at prevailing rates according to prevailing laws and regulations.

INSEAD does not discriminate on the basis of race, gender, sexual orientation, religion, national or ethnic origin, age or disability in the administration of its educational policies, admissions policies, scholarship and loan programmes, or employment or other INSEAD-administered programmes.

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### **INSEAD San Francisco Hub for Business Innovation**

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