

**GOOD TO GREAT
ORGANISATIONS**



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Introduction

Good to Great Organisations examines what separates organisations that sustain excellence from those that plateau after early success. The difference rarely lies in strategy alone; it lies in disciplined people, disciplined thought, and disciplined action maintained over years. This Good to Great Organisations Training Course explores those drivers and how to build them deliberately. Participants examine leadership character, talent selection, confronting hard facts, strategic focus, execution discipline, and technology acceleration. Furthermore, the course covers the Hedgehog Concept, the Stockdale Paradox, the flywheel effect, and the Level 5 Leadership model. It also addresses culture, accountability, and measuring progress credibly. As a result, participants leave able to assess where their organisation sits and what would move it forward.

Good to Great Organisations Course Objectives

- Apply Level 5 Leadership characteristics to personal and organisational leadership.
- Get the right people on the bus using disciplined talent selection.
- Confront the brutal facts while retaining faith in the outcome (Stockdale Paradox).
- Define a Hedgehog Concept at the intersection of passion, skill, and economics.
- Build a culture of discipline with clear accountability and freedom.
- Apply the flywheel concept to build momentum through consistent action.
- Use technology as an accelerator rather than a substitute for strategy.
- Assess organisational performance using comparative benchmarks and indicators.
- Build teams that sustain excellence beyond individual leaders.
- Create a personal and organisational improvement action plan.

Course Methodology

The course applies interactive, practice-based methods:



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- Facilitated workshops on live organisational excellence challenges.
- Case studies of enduring great organisations and failed transitions.
- Self-assessment against Level 5 Leadership characteristics.
- Group exercises on Hedgehog Concept and flywheel mapping.
- Simulation of difficult talent and accountability conversations.
- Action planning that converts each principle into an organisational practice.

Who Should Take This Course

- Senior managers and executives.
- Business unit and function heads.
- HR and organizational development leaders.
- Strategy and performance professionals.
- Talent management and succession specialists.
- Consultants supporting organisational excellence programmes.

Good to Great Organisations Course Outlines

Day 1: Foundations of Enduring Excellence

- Defining greatness and distinguishing it from short-term success.
- Reviewing the research behind the good-to-great framework.
- Understanding the three disciplines: people, thought, and action.
- Assessing your organisation's current position honestly.
- Identifying what sustains excellence and what erodes it.
- Reviewing examples of plateau and decline.
- Assessing your own organisational baseline.





Day 2: Level 5 Leadership and Disciplined People

- Understanding the five levels of leadership.
- Applying Level 5 Leadership characteristics: humility and will.
- Getting the right people on the bus and the wrong people off.
- Building talent selection and succession practices.
- Developing leaders through challenge and coaching.
- Building a culture that rewards contribution over personality.
- Assessing leadership capability in your organisation.

Day 3: Disciplined Thought and the Hedgehog Concept

- Confronting the brutal facts while keeping faith.
- Applying the Stockdale Paradox to organisational reality.
- Building dialogue and psychological safety for honest debate.
- Defining your Hedgehog Concept across three circles.
- Testing focus against distraction and opportunity overload.
- Applying the stop-doing list to protect focus.
- Drafting a Hedgehog Concept statement.

Day 4: Disciplined Action and the Flywheel

- Building a culture of discipline with clear accountability.
- Applying the flywheel concept to consistent execution.
- Avoiding the doom loop of reactive restructuring.
- Using technology as an accelerator, not a solution.
- Setting performance benchmarks and comparison measures.

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- Building routines that sustain momentum over years.
- Mapping your organisation's flywheel.

Day 5: Sustaining Excellence and Leading Forward

- Linking excellence principles to strategy and governance.
- Building succession and continuity for sustained performance.
- Measuring progress with credible leading and lagging indicators.
- Reinforcing culture through rituals, recognition, and review.
- Avoiding complacency after success.
- Building a personal commitment to disciplined leadership.
- Finalizing a personal and organisational action plan.

Conclusion

By successfully completing Good to Great Organisations, participants will have acquired practical knowledge of enduring excellence, Level 5 Leadership, disciplined people, thought and action, the Hedgehog Concept, and the flywheel effect. They will have gained skills in organisational excellence diagnosis, Level 5 leadership practice, talent and succession building, and disciplined execution with momentum building, plus a personal action plan. Gentex Training Center designed this program to help organisations pursue excellence that lasts.

FAQs





Q1 What is the "Good to Great Organisations" course about?

It examines what separates organisations that sustain excellence from those that plateau. Participants study Level 5 Leadership, disciplined talent selection, confronting hard facts, the Hedgehog Concept, the flywheel effect, and disciplined execution.

Q2 What are the key benefits of the "Good to Great Organisations" course?

Participants gain a clearer diagnosis of organisational strengths and weaknesses, stronger talent decisions, and more consistent execution. Organisations also protect strategic focus, reduce reactive restructuring, and build momentum that outlasts individual leaders.

Q3 What skills will I gain from the "Good to Great Organisations" course?

You will develop four core skills: organisational excellence diagnosis, Level 5 leadership practice, talent and succession building, and disciplined execution with momentum building.

Q4 What tools, methods, or standards are covered in the "Good to Great Organisations" course?

The course covers the five levels of leadership, Level 5 Leadership characteristics, disciplined talent selection and succession practice, the Stockdale Paradox, the Hedgehog Concept and its three circles, the stop-doing list, the flywheel and doom loop concepts, technology-as-accelerator practice, and leading and lagging performance indicators.

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Q5 How is the "Good to Great Organisations" course applied in real-world practice?

Participants apply the methods to live organisational tasks, such as assessing leadership capability, reviewing a talent decision, drafting a Hedgehog Concept, mapping a flywheel, and building a stop-doing list. Each module ends with an action commitment, so learning transfers directly into organisational practice.

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