

HIGH-PERFORMANCE EXECUTIVE MANAGERMENTS TEAM



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TRAINING CENTER



Introduction

High-Performance Executive Management Team develops the collective capability of the executive group that leads an organisation. Executive teams often underperform for structural reasons rather than individual weakness: unclear decision rights, overlapping roles, unresolved rivalry, and meetings that produce discussion rather than decisions. This High-Performance Executive Management Team Training Course addresses the team as a team. Participants examine collective leadership, decision rights, executive team design, alignment, executive communication, and shared accountability. Furthermore, the course covers the McKinsey 7S framework, RAPID and DACI decision models, the Balanced Scorecard, and Lencioni's five dysfunctions of a team. It also addresses succession, board relationships, and leading change collectively. As a result, participants leave able to build an executive team that decides and delivers together.

High-Performance Executive Management Team Course Objectives

- Define the executive team's collective role and accountability.
- Design executive team structures with clear decision rights.
- Apply the RAPID and DACI decision models to executive decisions.
- Align strategy, structure, and systems using the McKinsey 7S framework.
- Overcome the five dysfunctions of a team using Lencioni's model.
- Build trust and constructive conflict at executive level.
- Set collective goals with the Balanced Scorecard and OKRs.
- Communicate executive decisions consistently across the organisation.
- Govern performance, risk, and succession as a united team.
- Lead organisational change collectively with Kotter's eight steps and the ADKAR model.



Course Methodology

The course applies interactive, practice-based methods:

- Facilitated workshops on live executive team challenges.
- Case studies of effective and dysfunctional executive teams.
- Simulation of executive committee and board-facing decisions.
- Role-play of executive disagreement, alignment, and communication.
- Group work on decision rights, charters, and scorecards.
- Action planning that converts each framework into an executive team commitment.

Who Should Take This Course

- Chief executives and executive committee members.
- Business unit and functional executives.
- Board members and committee chairs.
- Senior directors preparing for executive roles.
- Company secretaries and governance professionals.
- Senior advisers supporting executive teams.

High-Performance Executive Management Team Course Outlines

Day 1: Foundations of Executive Team Performance

- Defining the executive team and its collective role.
- Distinguishing individual executive responsibility from collective accountability.
- Understanding the five dysfunctions of a team using Lencioni's model.

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- Reviewing Goleman's six leadership styles at executive level.
- Diagnosing your executive team's current performance.
- Identifying structural causes of executive underperformance.
- Assessing your executive team's maturity.

Day 2: Structure, Decision Rights, and Governance

- Designing executive team structures with clear mandates.
- Applying the RAPID and DACI decision models.
- Defining decision rights and escalation thresholds.
- Building executive charters and operating agreements.
- Aligning strategy, structure, and systems with the McKinsey 7S framework.
- Managing committee, board, and shareholder interfaces.
- Building a decision rights framework.

Day 3: Collective Strategy and Alignment

- Building strategy collectively with PESTEL and Porter's Five Forces.
- Setting shared objectives with the Balanced Scorecard and OKRs.
- Aligning business unit plans with group strategy.
- Managing trade-offs and resource allocation collectively.
- Applying scenario planning to strategic uncertainty.
- Reviewing portfolio and investment decisions as a team.
- Building a collective strategy alignment framework.

Day 4: Trust, Conflict, and Executive Communication

- Building trust at executive level using the trust equation.



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- Encouraging constructive conflict and honest dissent.
- Applying pre-mortems and red teams to executive decisions.
- Handling executive disagreement without damaging relationships.
- Communicating decisions consistently across the organisation.
- Managing external communication: media, investors, regulators.
- Practising executive debate and alignment in simulation.

Day 5: Performance, Succession, and Collective Change

- Governing performance with executive scorecards and reviews.
- Managing enterprise risk as a collective responsibility.
- Building succession and executive talent pipelines.
- Leading change collectively with Kotter's eight steps and the ADKAR model.
- Strengthening ethics and integrity at executive level.
- Reviewing executive team performance with honest feedback.
- Finalizing a personal and collective executive team action plan.

Conclusion

By successfully completing High-Performance Executive Management Team, participants will have acquired practical knowledge of collective leadership, decision rights, executive team design, strategy alignment, trust and conflict, and collective governance. They will have gained skills in executive team design and decision rights, collective strategy and alignment, executive trust and communication, and performance governance with collective change leadership, plus a personal action plan. Gentex Training Center designed this program to help executive teams lead as one.





FAQs

Q1 What is the "High-Performance Executive Management Team" course about?

It develops the collective capability of the executive group. Participants study executive team design, decision rights, the five dysfunctions of a team, strategy alignment, executive trust and conflict, performance governance, and collective change leadership.

Q2 What are the key benefits of the "High-Performance Executive Management Team" course?

Participants gain clearer decision rights, faster and better executive decisions, and stronger alignment across the organisation. Companies also reduce executive rivalry and duplication, improve board relationships, and lead change with one consistent voice.

Q3 What skills will I gain from the "High-Performance Executive Management Team" course?

You will develop four core skills: executive team design and decision rights, collective strategy and alignment, executive trust and communication, and performance governance with collective change leadership.



Q4 What tools, methods, or standards are covered in the "High-Performance Executive Management Team" course?

The course covers Lencioni's five dysfunctions of a team, the McKinsey 7S framework, the RAPID and DACI decision models, decision rights and escalation thresholds, the Balanced Scorecard, OKRs, PESTEL, Porter's Five Forces, scenario planning, the trust equation, pre-mortems and red teams, Kotter's eight steps, and the ADKAR model.

Q5 How is the "High-Performance Executive Management Team" course applied in real-world practice?

Participants apply the methods to live executive tasks, such as defining decision rights for a committee, running an executive strategy session, building a collective scorecard, resolving disagreement on an investment, and preparing a board-facing communication. Each module ends with an action commitment, so learning transfers directly into executive practice.