Good to Great: Building High-Performance Organizations

28 February – 4 March 2027
Manama (Bahrain)



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Why This Course

In a world where many companies achieve competence but few reach true greatness, leaders must understand what sets exceptional organizations apart. Jim Collins' groundbreaking Good to Great research uncovers the principles, disciplines, and leadership behaviors that enable ordinary organizations to achieve extraordinary, sustained results.

The Good to Great Leadership & Organizational Transformation Program is an intensive 1-week development experience designed for executives, managers, team leaders, and change agents seeking to elevate their organization's performance. The program brings the core Good to Great concepts to life — from Level 5 Leadership to the Hedgehog Concept and Flywheel Effect — translating them into practical strategies that can be implemented immediately.

Through case studies, guided exercises, and reflective leadership work, participants will gain the tools to transform cultures, sharpen strategic focus, and build momentum that drives long-term excellence.

What You'll Learn and Practice

By the end of this program, participants will be able to:

- Understand the behaviors and mindset that define Level 5 Leadership
- Apply the Hedgehog Concept to focus organizational strategy and decision-making
- Build a culture of discipline that fuels consistent execution
- Learn how to confront brutal facts while maintaining unwavering faith
- Implement the Flywheel Effect to create compounding organizational momentum
- Translate Good to Great principles into actionable transformation strategies

The Program Flow

Day 1 - Foundations of Greatness

- Introduction to the key concepts from Good to Great
- Understanding the research behind the journey from good to great
- Deep dive into Level 5 Leadership and personal leadership development
- "First Who, Then What": How great companies prioritize getting the right people



Day 2 - Strategic Focus & Discipline

- The Hedgehog Concept: Discovering passion, economic engine, and excellence intersection
- Confronting the brutal facts: Creating a culture of truth
- Building a disciplined culture that supports strategic clarity and execution
- Understanding how technology accelerates, not creates, momentum

Day 3 - Building Momentum & Sustaining Success

- The Flywheel Effect: How small, consistent actions build breakthrough momentum
- The Doom Loop: What derails organizations and how to avoid it
- Good to Great Built to Last: Ensuring sustainability and legacy
- Case studies of organizations that successfully applied Good to Great principles

Day 4 - Implementing Good to Great Principles

- Diagnosing your organization's current strengths and constraints
- Creating a transformation roadmap aligned with Good to Great principles
- Anticipating obstacles and leading through resistance
- Measuring progress and adjusting strategic direction

Day 5 - Leading the Good to Great Journey

- Communicating vision with clarity and mobilizing organizational alignment
- Empowering and developing high-performance teams
- Succession planning as a pillar of lasting greatness
- Action planning: Strategic steps to initiate and sustain transformation

Individual Impact

Participants will walk away with:

- A personalized leadership development plan to strengthen Level 5 Leadership attributes
- A draft Hedgehog Concept tailored for their organization
- A defined Flywheel model to guide sustained momentum and performance
- Practical tools to confront challenges, build discipline, and lead transformation
- Enhanced strategic thinking and self-awareness as a leader

Organizational Impact

Organizations benefit through leaders who can:



- Clarify and focus strategic direction using the Hedgehog Concept
- Create a culture grounded in discipline, truth, and accountability
- Build organizational momentum that compounds over time
- Strengthen team dynamics and performance through Level 5 Leadership principles
- Implement sustainable transformation rooted in proven Good to Great frameworks

Training Methodology

This program integrates:

- Case studies from Good to Great companies
- Leadership self-assessments and reflective exercises
- Group discussions, peer learning, and collaborative workshops
- Strategic planning simulations and organizational diagnostic tools
- Facilitator-led sessions that bridge theory with practical application

Beyond the Course

Participants will be prepared to:

- Lead their teams with humility, purpose, and relentless determination
- Build systems and cultures that reinforce continuous improvement
- Apply Good to Great principles to real organizational challenges
- Sustain long-term performance and position their organizations for lasting greatness

