Ivey Business School
WESTERN UNIVERSITY · CANADA
Executive Education

EMERITUS

Emerging Leaders Program: Leading High-Performance Teams

Create the conditions for stronger performance and help your team do its best work.

PARTNERSHIP PROGRAM

Riyadh, Saudi Arabia • November 23 – 25, 2026

Create the Conditions for High Performance

Expand your leadership range and help capable people do their best work together.

PROGRAM OVERVIEW

Emerging Leaders: Leading High-Performance Teams from Ivey Business School is an immersive, three-day learning experience for leaders ready to create stronger performance through others. Strong teams do not reach their full potential through talent or effort alone. They need leaders who can create clarity, build trust, strengthen accountability, and make space for people to speak candidly, solve problems, and take ownership.

Through experiential learning and Ivey's case-based methodology, participants examine how their own leadership habits shape team performance and practice adapting their approach to what the team and situation require. The program explores how to balance direction and empowerment, strengthen psychological safety, navigate complex team dynamics, and lead capable people through change and ambiguity.

Participants leave with a more deliberate approach to team leadership, practical tools to strengthen alignment and ownership, and greater confidence making use of the diverse expertise around them.

WHO WILL BENEFIT

The program is designed for capable leaders who are ready to elevate how they lead teams and create performance through others. It is especially relevant for professionals moving from individual contribution into leadership, current people leaders seeking stronger alignment and accountability, and those preparing for broader or more complex team mandates.

You'll learn alongside peers leading people with different expertise, working styles, and perspectives, often through change, ambiguity, or cross-functional complexity. Participants share the capability and ambition to take on greater responsibility and want to build teams where people can speak candidly, take ownership, solve problems, and grow.

WHAT YOU LEARN

1 **Leadership Range**
Understand your natural leadership style and how it shapes team performance. Learn to adapt your approach more deliberately, balancing clarity, direction, and accountability with trust, empowerment, and psychological safety.

2 **Team Performance**
Create the conditions for talented people to do their best thinking and best work together. Clarify purpose, expectations, and ownership while building habits that support trust, creativity, accountability, and sustained performance.

3 **Complexity**
Build confidence leading smart, capable people when you do not hold all the answers. Make better use of diverse expertise and guide teams through uncertainty, change, and complex problems requiring shared judgment.

4 **Culture & Accountability**
Strengthen team dynamics through coaching and candid conversations. Assess the mix of skills, mindsets, and behaviours on your team while preserving trust and momentum when expectations or contributions need to change.

5 **Leadership Capacity**
Empower others to take greater ownership and initiative. Create opportunities for team members to grow as leaders of people, projects, and decisions, building performance that does not depend on one person.

Put Your Learning into Practice

Our approach is integrated, interactive, grounded in real-world case research, and facilitated by top Ivey faculty.

HOW YOU LEARN

Experience the practical, integrated, and interactive approach that sets Ivey apart. The Ivey Case Method is not about textbooks and lectures – it's about learning by doing.

Throughout the program, you will work through real team leadership challenges using an integrated case, simulation, peer discussion, role-play, and applied coaching practice. These experiences allow you to examine how leaders build trust, clarify expectations, strengthen accountability, navigate difficult dynamics, and create the conditions for people to perform at their best.

Ivey Case Method

Your Ivey faculty team guides the class through real-world case learning, drawing out key takeaways along with new ideas and perspectives. Every individual is encouraged to actively engage with both peers and faculty, bringing diverse viewpoints to the learning experience.

Participants then break out into smaller groups, sharing experiences, exchanging ideas, and collaborating to solve challenges together with other leaders before bringing shared insights back to the classroom.

39,000 Real-World Cases

Ivey Publishing is the largest producer of business cases in the world. Our faculty draw on thousands of original products in the Ivey collection, with more than 300 classroom-tested case studies added each year.

Case learning at Ivey is often facilitated by the faculty member who authored the case – and regularly features live interactions with real-life case protagonists.

SIMULATIONS, ROLE-PLAY, AND PRACTICE

In **Leading High-Performance Teams**, you will work through realistic simulations and role-play situations that reflect the complexity of leading capable people.

Test how different leadership choices affect trust, clarity, accountability, and team dynamics, then debrief your decisions with Ivey faculty and peers. Applied coaching practice gives you the opportunity to work on the candid conversations leaders need to have when expectations, contribution, or impact are not aligned.

Across these exercises, you will practice balancing direction with empowerment, strengthening psychological safety, and making better use of the expertise around you.

Structured reflection throughout the program will also help you recognize your own leadership defaults and choose a more deliberate response based on what your team and the situation require.

Lifelong Returns on Investment

Join the Ivey Business School community: an exclusive, connected, international group of top-tier leaders.

"The case method helps you connect deeply with people in the room. It's a diverse group of individuals from all walks, careers, geographies, and industries, so you hear different perspectives and see so many ways of approaching the same challenge. This program has offered so many tangible takeaways and helped me prepare for the next step in my career."

MARS NOORANI
Communications Specialist, EDI
WESTERN UNIVERSITY

Rated #1 for Executive Education across Canada by *Financial Times*.

ALUMNI CREDENTIALS

Upon completion of the **Emerging Leaders Program**, you will receive a powerful digital credential and printed certificate from Ivey — Canada's top-ranked business school.

Your digital badge connects to a unique URL, allowing you to showcase your commitment to professional development on social media, websites, portfolios, and professional networks. When someone in your network views your certification online, they will see your personalized program certificate and a comprehensive account of the skills you have earned through your program experience.

Stay connected with Ivey and enjoy exclusive thought leadership content, event invites, and opportunities to network with your fellow alumni. All graduates of Ivey Executive Education also receive a 25-per-cent discount towards future enrolment in select programs.

Experience Ivey

With Ivey Executive Education, participants explore new perspectives while taking time for mindfulness, reflection, and practice away from the demands of work. Logistical details are fully accommodated by the Program Manager – a high-level concierge who ensures that the learning experience is distraction-free.

Before the program, prepare using readings, cases, and activities delivered through our virtual learning management system. Discuss ideas with your peers via a private forum and complete guided self-reflections assigned by the faculty to help apply key takeaways from the learning experience,

You will also build connections with Ivey Executive Education faculty, chosen from a diverse pool of experienced executives, acclaimed academic researchers, and industry experts. Drawing on original research and thought leadership from nine internal Ivey centres and institutes, they are global leaders in cutting-edge fields.

Choose Ivey and learn in a fun, warm, and supportive environment with a curated group of like-minded professionals. Return to your role with an open mind and increased confidence, ready to face any opportunity.

★★★★★
4.9/5 Participant Rating

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For More Information

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