

Executive Leadership Programme for a GCC Conglomerate

A three-year journey to build the next generation of senior leaders

50

Senior Executives

3 Years

Programme Duration

3

Annual Leadership Themes

3

Leadership Summits

The Challenge

A diversified GCC conglomerate operating across multiple industries recognised that its continued growth depended on one critical factor: the calibre and readiness of its senior leadership pipeline.

The organisation had a cohort of high-potential executives who were technically strong within their own functions, but lacked the cross-enterprise perspective, strategic leadership capability, and personal impact needed to operate at the most senior levels. A one-off training intervention would not be sufficient. What was required was a sustained, structured programme that could genuinely shift leadership behaviour and build a unified leadership culture across the group.

Our Approach

qpeople designed and delivered a three-year executive leadership programme — structured as a progressive journey with each year building on the last, anchored by distinct annual themes and culminating in high-impact leadership summits.

Leadership Assessment & Profiling

The programme opened with a rigorous assessment phase, establishing a clear baseline for each of the 50 participants. Individual leadership profiles identified strengths, development priorities, and leadership style — giving both participants and the organisation a clear picture of where each executive stood at the outset.

Three Annual Leadership Themes

Each year of the programme was structured around a defining leadership theme — moving participants from building self-awareness and personal effectiveness in Year 1, through leading teams and driving performance in Year 2, to enterprise leadership and strategic influence in Year 3. This progressive

The Outcome

Over three years, qpeople developed 50 senior executives through a sustained, theme-driven programme that progressively built personal, team, and enterprise-level leadership capability.

The three annual leadership summits became landmark moments in the organisation's calendar — creating shared experience, reinforcing group identity, and signalling the conglomerate's commitment to investing in its people at the highest level.

By the end of the programme, participants had moved from functional specialists to well-rounded enterprise leaders — equipped with the self-awareness, strategic capability, and cross-functional relationships to drive performance across the group.

Services Delivered

- Leadership Assessment & Profiling
- Executive Development Programme Design
- Executive Coaching
- Annual Leadership Summits
- Progressive Thematic Curriculum

Sector

Conglomerate · Multi-Industry · GCC

Methodology

Shape · Measure · Develop

Programme Scale

50 executives · 3 years · 3 summits

architecture ensured that development was cumulative and purposeful rather than episodic.

Executive Coaching

Throughout the programme, each participant was supported by one-to-one executive coaching — providing a confidential space to process learning, apply new behaviours, and work through real leadership challenges in the context of their role. Coaching was integrated with programme content to maximise transfer and impact.

Three Leadership Summits

Each year closed with a flagship leadership summit — bringing all 50 participants together for immersive, experience-based learning. The summits served as both a milestone and a catalyst, consolidating the year's development themes while building cohort cohesion and a shared leadership identity across the group.