

€ TRAINING

Leading High Performing Teams





Leading High Performing Teams

Introduction:

This program equips participants with the essential skills and knowledge to effectively lead high-performing teams. Participants will gain the expertise needed to inspire, motivate, and manage teams efficiently in dynamic and challenging environments.

Program Objectives:

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

- Understand their role as a leader.
- Identify and leverage talent within the team.
- Engage and motivate the team with shared vision and values.
- Establish clear objectives and standards of performance for their team.
- Measure and manage team performance.
- Manage and resolve conflict and challenges effectively.
- Optimize team flexibility and commitment.

Targeted Audience:

- Mid to Senior-level Managers: Seeking to enhance their leadership skills to drive high performance within their teams.
- Human Resources Professionals: Focused on cultivating effective team leadership strategies and fostering a positive work culture.
- Project Managers: Striving to optimize team dynamics and productivity to achieve project goals efficiently.
- Team Leaders: Aimed at refining their leadership abilities to inspire and guide their teams toward excellence.
- Organizational Leaders: Interested in developing a cohesive and empowered team culture to achieve overarching business objectives.

Program Outlines:

Unit 1:

Teams and Their Leaders:

- Teams, leaders, and managers.
- Key leadership tasks.
- Influence, authority and power.
- Leadership styles and style flexibility.
- Self-awareness.
- Emotional intelligence and rapport.

Unit 2:

Vision, Direction & Alignment:

- Creating a shared vision.
- Aims, objectives and goal alignment.
- Developing meaningful objectives and indicators.
- Divergent approaches to problem-solving.
- Communicating a compelling vision.
- Delivering challenging messages.

Unit 3:

Team Dynamics:

- Team development.
- The sociology of the team.
- Characteristics of high-performing teams.
- Balancing team roles.
- Non-traditional team structures.
- Delegation and empowerment.

Unit 4:

Developing The Team:

- Learning and competence.
- Building a coherent team.
- Self-managing teams and their challenges.
- Coaching, mentoring, and self-directed learning.
- Feedback and appraisal.
- Leveraging team strengths for peak performance.

Unit 5:

Performance & Conflict Management:

- Defining performance.
- Approaches to measuring team and individual performance.
- Performance through the eyes of the customer.
- Performance management: science or art?
- Conflict as a catalyst for team development.
- Dealing with challenging interpersonal relations.