



**Leading High Performing Teams**

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## Leading High Performing Teams

5 days training course

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For detailed information on training course dates, please visit:

[Leading High Performing Teams](#)



## Course Overview

This course focuses on building and leading high-performance teams by equipping team leaders and managers with the essential skills to inspire, motivate, and develop their teams. Participants will explore leadership strategies, effective communication, and team dynamics that drive productivity and foster collaboration. Through practical activities, case studies, and in-depth discussions, participants will gain valuable insights into improving team performance, managing conflict, and aligning team goals with organizational objectives.

## Target Audience

- Experienced Team Leaders
- Junior/Middle Managers who are new to their leadership role or have limited previous training in leadership
- Managers looking to improve their leadership effectiveness in team environments
- Leaders who want to develop their skills in managing high-performing teams and navigating challenges

## Course Objectives

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

- Understand the key roles and tasks of a team leader and manager, including leadership styles and how to adapt them.
- Create and communicate a shared vision for the team, ensuring alignment with organizational goals and objectives.
- Develop effective team dynamics by leveraging the strengths of team members and fostering collaboration in diverse, high-performing teams.



- Use emotional intelligence and self-awareness to build rapport and influence team members in a positive way.
- Manage conflict constructively, viewing it as an opportunity for team growth and improvement.
- Measure and enhance performance, establishing clear goals and using effective methods for feedback, appraisal, and performance management.
- Implement coaching and mentoring techniques to develop team competence and encourage self-directed learning.

## **Course Outline:**

### **DAY 1: Teams and their Leaders**

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

### **DAY 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

### **DAY 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

### **DAY 4: Developing the Team**

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

### **DAY 5: Performance & Conflict Management**

- Defining performance
- 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



## DOCUMENTATION

The **MTC team** has meticulously prepared **high-quality training materials** for distribution to all delegates.

## CERTIFICATES

An **accredited Certificate of Completion** will be awarded to participants who successfully attend and complete the program.

## SCHEDULE

Course sessions are scheduled as follows:

- **Morning Session:** 09:00 AM – 1:00 PM
- **Afternoon Session:** 01:00 PM – 05:00 PM

## REGISTRATION & PAYMENT

To register, please complete the **registration form** available on the course page and submit it with your **preferred payment method**. Alternatively, you can contact us via **email or WhatsApp** for assistance.

## TRAVEL & TRANSPORT

We ensure a **seamless travel experience** by providing **airport-hotel-airport** transfers for all participants.