

BUILDING HIGH PERFORMING TEAMS



Management & Leadership Course

LEARNING OUTCOMES

- Describe the key characteristics and dynamics of a high-performing team.
- Understand the importance of a clear and shared team vision.
- Recognise the stages of group formation and adapt leadership styles accordingly.
- Apply the four leadership styles effectively to support team development.
- Understand how individual differences influence motivation and performance.
- Assess the impact of low motivation on organisational success.
- Use motivational theories to enhance individual and team performance.
- Identify behaviours that build and maintain trust within a team.
- Use effective communication strategies to strengthen collaboration and teamwork.

COURSE OVERVIEW

This two-day Building High-Performing Teams programme is designed for managers and team leaders who want to strengthen their leadership skills and create resilient, motivated teams. Ideal for those navigating organisational change or pressure, the course provides practical tools to unlock individual potential and build collaboration. Through engaging discussions, role-plays, and real-world scenarios, you'll explore the four stages of high-performing teams and learn how to inspire, lead, and sustain success — even in challenging times.

TOPICS COVERED IN THIS COURSE

The Role of the Manager

Explore the key responsibilities of a modern manager, including balancing leadership and management duties to build and sustain high-performing teams.

The Management Process

Understand the essential stages of effective management — planning, organising, leading, and controlling — and how they contribute to team success.

Communicating with Impact

Develop effective communication skills to inspire, motivate, and engage your team. Learn how to adapt your communication style to different individuals and situations.

Motivating and Leading Others

Discover proven motivation and leadership techniques to enhance individual and team performance while fostering a positive and productive work culture.

Time Management and Delegation

Master practical strategies for prioritising tasks, managing workloads, and delegating effectively to develop team capability and accountability.

Managing Stress, Conflict, and Discipline

Learn how to identify and manage stress, address conflict constructively, and maintain discipline in a fair and consistent manner.

Leading Through Change

Understand the dynamics of change management and develop the skills to guide your team confidently through periods of transition and uncertainty.

Developing Your Management Style

Gain insight into your own communication and management style, understand its impact on team performance, and learn how to adapt your approach to suit different situations and individuals.