

Practical Leadership: Developing High-Performing Teams

2027 13 - 9
Bordeaux (France)

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Practical Leadership: Developing High-Performing Teams

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Why This Course

High-performing teams do not happen by chance. They are built through clear leadership, trust, communication, accountability, motivation, and consistent performance practices. Leaders who understand team dynamics can create environments where people collaborate effectively, solve problems faster, stay engaged, and deliver stronger results.

This intensive 5-day High-Performing Team Leadership Training program equips leaders with practical skills to build, motivate, and sustain successful teams. The course covers team development, leadership styles, psychological safety, trust-building, communication, feedback, motivation, engagement, conflict resolution, collaborative decision-making, performance management, accountability, and continuous improvement. Through interactive sessions and real-world scenarios, participants will learn how to strengthen team culture and improve performance in practical, measurable ways.

What You'll Learn and Practice

By joining this program, you will:

- Understand the characteristics of high-performing teams.
- Assess current team effectiveness and improvement opportunities.
- Apply leadership styles that support team performance.
- Build trust and psychological safety within teams.
- Use effective communication, active listening, and feedback techniques.
- Strengthen team relationships and collaboration.
- Apply motivation and engagement strategies.
- Use recognition and reward systems effectively.
- Empower team members to take ownership and perform at their best.
- Identify and address team conflicts early.
- Facilitate collaborative problem-solving and decision-making.
- Align team goals with organizational objectives.
- Build accountability and a culture of continuous improvement.

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A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) on it. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

The Program Flow

Day 1: Foundations of High-Performing Teams

- Identify the key characteristics of high-performing teams.
- Understand team dynamics and development stages.
- Explore how different leadership styles affect performance.
- Assess current team strengths, gaps, and improvement needs.
- Define what high performance means in your own team context.

Day 2: Building Trust and Communication

- Create psychological safety within teams.
- Apply effective communication techniques for leaders.
- Use active listening to improve understanding and collaboration.
- Deliver feedback in a constructive and motivating way.
- Build trust, rapport, and openness across the team.

Day 3: Motivation and Engagement

- Understand intrinsic and extrinsic motivation.
- Apply techniques for improving employee engagement.
- Design recognition and reward approaches that encourage performance.
- Empower team members through ownership and responsibility.
- Create conditions that support motivation, commitment, and peak performance.

Day 4: Conflict Resolution and Decision Making

- Identify sources of team conflict.
- Address conflicts before they damage performance or morale.
- Apply collaborative problem-solving techniques.
- Use effective decision-making processes.
- Facilitate productive team discussions during challenging situations.

Day 5: Sustaining High Performance

- Set and align team goals with organizational objectives.
- Apply performance management and accountability practices.
- Build habits that support continuous improvement.
- Develop strategies for sustaining long-term team success.
- Create a practical action plan for improving team performance.

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Individual Impact

- Build confidence in leading and developing high-performing teams.
- Strengthen communication, feedback, motivation, and conflict resolution skills.
- Improve ability to manage complex team dynamics.
- Gain practical leadership tools for immediate use.
- Develop a clearer approach to building trust, accountability, and engagement.

Work Impact

- Improve team productivity, collaboration, and morale.
- Strengthen alignment between team goals and organizational priorities.
- Reduce conflict and improve decision-making quality.
- Build a stronger culture of trust, accountability, and continuous improvement.
- Support long-term team performance and organizational success.

Training Methodology

This program combines leadership concepts with practical team development activities through:

- Team effectiveness assessments and reflection exercises.
- Case studies on leadership and team performance.
- Communication, feedback, and active listening practice.
- Motivation and engagement planning activities.
- Conflict resolution and decision-making simulations.
- High-performance culture and action planning workshops.

Beyond the Course

Upon completion, participants will be able to:

- Develop customized action plans for enhancing team performance.
- Apply practical leadership techniques immediately.
- Build trust and psychological safety within teams.
- Motivate and engage team members more effectively.
- Handle complex team dynamics and conflicts with confidence.
- Create a roadmap for fostering a high-performance culture within the organization.

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles and the text 'UK Training PARTNER' in a bold, sans-serif font.

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