



Management And Leadership

Building and Sustaining Teams

Course Introduction

This course is designed with the aim to provide participants with the key and essential concepts and principles in building and sustaining teams.

This program will allow them to enhance their skills in building high-performing teams, engaging in self-reflection around own preferences, evaluating current leadership strategies, problem-solving and innovation skills to accomplishing team objectives.

Target Audience

Managers and Team Leaders.

- Aspiring Leaders.
- Human Resources Professionals.
- Project Managers.
- Executives and Senior Leaders
- Entrepreneurs and Business Owners.
- Anyone Interested in Team Dynamics.

Learning Objectives

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

- Discuss the various leadership roles in supporting high-performing teams
- Enumerate effective communication strategies to ensure trust building and team success.
- Select and apply leadership strategies for promoting productive team dynamics.
- Identify the steps a team can take to achieve high performance and prepare a plan for implementation.

- Use best practices for team alignment to maximize employee engagement.

Course Outline

• 01 Day One

Supervisor Thinking and Mindset

- What is the concept of supervision?
- Why do organizations need managers and supervisors?
- Organization Structure and Supervision.
- Supervisor's Responsibilities.
- Supervisor as Manager as Leader.
- Effective vs. Efficient Vs. Productivity.
- The Difference Between a Supervisor and Manager

Moving from authoritarian models to employee empowerment

- The different management styles.
- A case study of a new manager practicing old-style methods.
- Shifting from oldest to new management model.
- Accountability and supervisory effectiveness.
- Distinction between responsibility, authority and accountability.

• 02 Day Two

Building High-Performing Teams:

- Characteristics of High-Performing Teams.
- How to develop your High-performance team?
- Creating Alignment and Engagement.
- Cultivating Motivation and Engagement.
- Establishing Behavioral Norms and Team Processes
- Processes of High-Functioning Teams
- Obstacles to Team Performance
- Maximizing Virtual and Hybrid Teams

• 03 Day Three

Building effective relationships and teams in the workplace

- The power of positive attitude in your team.
- Building rapport with the team - 'The Mirroring Technique'
- The safety transition from being a friend To Boss Position
- How to manage Experienced employees.
- The Trust/Relationship Model.
- How to overcome the habits that diminish trust.
- Behaviors that inspire and build trust.

• 04 Day Four

Achieving results through planning and setting priorities:

- Goal Setting and benchmarking to achieve competitive targets.
- Set realistic goals and tables.
- Managing time effectively to increase productivity.
- Planning, prioritizing and scheduling work.
- Handling issues such as interruptions, accessibility & multiple deadlines.
- Setting up work systems that aid effective team performance.
- Clear guidelines for and measures of performance.
- Running productive meetings.
- Using a progress report to track schedule.
- System-imposed time wasters.

• 05 Day Five

The Art of Empowerment:

- How to Motivate Employees with Constructive Criticism.
- Monitor group dynamics and define needs.
- Openness to receiving notes for effective facilitation.
- Delegate to empower, feedback and listening skills.
- Overcoming obstacles to delegation through supervision.
- Managing conflicts on the team.
- Emotional intelligence and self-Management.

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 23, 2025	June 27, 2025	5 days	4250.00 \$	UAE - Dubai
July 7, 2025	July 11, 2025	5 days	2150.00 \$	Virtual - Online
Nov. 23, 2025	Nov. 27, 2025	5 days	4250.00 \$	Qatar - El Doha