



Management And Leadership

Developing High-Performing Teams for Achieving Success

Course Introduction

High-performing teams are the cornerstone of organizational success. In today's fast-paced, competitive environment, leaders must be equipped with the skills to develop, motivate, and sustain teams that can consistently achieve high performance.

This course delves into the critical elements of team dynamics, leadership, communication, and collaboration that contribute to the creation of high-performing teams. Participants will explore advanced strategies for team building, conflict resolution, performance management, and how to foster a culture of accountability and excellence. With the latest tools and methodologies, including **psychological safety**, **emotional intelligence**, and **team performance metrics**, this course empowers leaders to build and lead teams that deliver exceptional results.

Target Audience

- Team leaders, managers, and supervisors
- Project managers and department heads
- HR professionals responsible for team development
- Anyone involved in building or leading teams in an organization

Learning Objectives

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

- **Identify the key attributes of high-performing teams** and how to cultivate these characteristics within their own organizations.
- **Develop strategies for enhancing team collaboration, trust, and communication** to improve overall team effectiveness.

- **Implement performance management tools** that promote accountability, motivation, and sustained high performance.
- **Leverage emotional intelligence and psychological safety** to create an environment where team members can thrive.
- **Resolve team conflicts constructively** and facilitate problem-solving in ways that strengthen team dynamics.
- **Enhance team decision-making** and problem-solving skills to improve productivity and innovation.
- **Build a culture of continuous improvement** where teams are empowered to set and achieve ambitious goals.

Course Outline

• 01 Day One

Foundations of High-Performing Teams

Introduction to Team Dynamics and High Performance

- Understanding the core characteristics of high-performing teams
- Key team development models: Tuckman's Stages of Group Development, Katzenbach & Smith's Team Performance Curve
- Differences between functional teams, cross-functional teams, and self-managed teams

Building Trust and Psychological Safety in Teams

- The role of trust and psychological safety in team success
- How to foster open communication and mutual respect among team members
- Case study: High-performing teams in action – learning from top-performing companies

Emotional Intelligence and Leadership in Teams

- The importance of emotional intelligence (EQ) in leadership and team management
- Tools to develop emotional intelligence in leaders and team members
- Practical exercise: Assessing and improving your emotional intelligence

• 02 Day Two

Enhancing Team Collaboration and Performance: Effective Communication Strategies for Teams

- Key principles of clear, concise, and impactful communication within teams
- Techniques for improving listening skills and feedback processes
- Workshop: Role-playing scenarios to improve team communication in high-pressure situations

Motivating and Empowering Team Members

- Motivational theories and practices that drive high performance (Self-Determination Theory, Herzberg's Motivational Factors)
- How to empower team members by aligning personal and organizational goals
- Case study: Motivating remote and hybrid teams

Managing Team Performance and Accountability

- Tools for setting team goals, KPIs, and performance metrics
- Implementing continuous feedback and performance improvement systems
- How to build a culture of accountability without micromanagement
- Practical exercise: Designing a performance management plan for your team

• 03 Day Three

Overcoming Challenges and Sustaining Success

Conflict Resolution and Team Problem-Solving

- Understanding the root causes of team conflicts and strategies to address them constructively
- Tools for facilitating effective problem-solving and decision-making within teams
- Workshop: Conflict resolution role-play – applying conflict management techniques in a team setting

Driving Innovation and Continuous Improvement

- Fostering a culture of innovation and creativity within teams
- Implementing agile methodologies for team projects and continuous improvement
- Case study: How high-performing teams drive innovation in leading organizations

Sustaining Team Performance for Long-Term Success

- Strategies for maintaining high performance over time
- The role of leadership in sustaining motivation and team cohesion
- Practical exercise: Creating a long-term action plan for team development and success

Final Wrap-Up and Action Planning

- Recap of key takeaways and strategies for immediate implementation
- Participants create a customized plan to build and sustain high-performing teams within their organizations

- Peer feedback on action plans

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 4, 2025	May 6, 2025	3 days	3250.00 \$	KSA - Riyadh
Sept. 8, 2025	Sept. 10, 2025	3 days	3950.00 \$	USA - Texas
Dec. 15, 2025	Dec. 17, 2025	3 days	3250.00 \$	UAE - Dubai