

# Leading High Performance Teams

## *Course Description*

This course explores how managers can best lead, facilitate and empower high performance work teams in their organisation. Strategies and skills for team planning, team motivating, managing performance and developing team members are developed in this practical workshop.

Our approach involves strengthening competencies, stimulating productivity, improving employee interaction and sustaining expertise.

To be successful, people must learn how to work in teams and collaborate with one another, not just use a tool. This workshop teaches managers how to fully utilise the talented individuals in their teams to achieve project and organisational success.



## *Learning Outcomes*

- Lead people with different behavior styles.
- Reach optimum levels of team success.
- Understand that values affect people's perceptions and decision-making.
- Deal with difficult people.
- Develop the leadership skills to build and sustain high-performing project teams
- Build a strong team identity through vision, purpose and commitment
- Protect the team and convert conflicts into advantages that promote high performance
- Develop team commitment and co-operation

## *Course Content*

- Creating team direction and purpose
- Building a personal leadership action plan
- Develop team commitment to a shared vision.
- Learn how to deal with difficult people.
- Manage team dynamics to minimise conflict
- Balance the team — task vs. relationship.
- Balance process (task) with people (relationship).
- Recognize what style of management is appropriate for different types of teams.
- Develop a high performance team that function well within the organisational framework
- Establish team goals, roles, responsibilities to ensure that teams and individuals meet key performance indicators
- Use a SWOT analysis to assist with planning and goal-setting
- Develop team commitment and cooperation by building an atmosphere of trust and high levels of motivation
- Run focused and efficient team meetings that have set outcomes
- Manage and monitor team performance
- Coach and mentor for improved team performance

**PMI Accreditation:**  
16 Contact Hours and Certificate of Attendance

**Course Duration:** 2 Days

## *Course Benefits*

**Managers can transition to a leader who can inspire a diverse team to work together and deliver success. This includes:**

- Team Development
- Team Leadership
- Social Skills
- Performance Management

## *Who should attend?*

All managers including:

- Team leaders,
- Supervisors,
- Frontline managers,
- Unit or section managers,
- Customer service or sales managers,
- Divisional unit managers.

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