



*Training Course:
Certified Team Leader*

*23 - 27 November 2026
Kigali (Rwanda)*

Training Course: Certified Team Leader

Training Course code: LS234868 From: 23 - 27 November 2026 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

The **Certified Team Leader** program is designed to help participants enhance their leadership skills and team management capabilities. Through self-evaluation exercises, case studies, and practical exercises, participants will learn their leadership styles and how to apply them effectively to build and lead successful teams. The course includes interactive presentations, group discussions, and real-world applications to ensure that team leaders are well-equipped to foster high-performing teams in today's dynamic work environment.

Objectives

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

- Develop trust and rapport among team members
- Build an effective and empowered team
- Create a motivating environment to enhance team performance
- Apply strategies to improve team relationships
- Implement change management strategies within teams

Target Audience

This program is designed for:

- Managers and Supervisors
- Team Leaders responsible for leading and maintaining effective teams
- Professionals seeking to enhance their leadership and team-building skills
- Executives interested in improving team collaboration and performance

Program Outline

Day 1: The Team Leadership Challenge

- Defining the 21st Century Team
 - Understanding how teams have evolved in today's organizations
- Skills of Effective Team Leaders
 - The key skills required to lead successful teams
- Characteristics of Effective Team Leaders
 - Traits and behaviors that make a strong team leader

- Developing Leadership Skills
 - Self-assessment exercises to analyze leadership styles
- Techniques for Increasing Team Effectiveness
 - Practical techniques to enhance team performance

Day 2: Building a High-Performance Team

- The Recipe for Successful Teams
 - Key elements that make teams thrive
- Teamwork Success Formula
 - How to create synergy and alignment within teams
- The Importance of Clear Goals
 - Setting and communicating clear objectives for the team
- Decisions by Consensus
 - Strategies for making collaborative decisions
- Clear Roles and Work Assignments
 - Defining roles and responsibilities for team success
- Types of Effective Teams
 - Identifying different types of teams and their characteristics
- Team Development Stages
 - Understanding team dynamics and stages of growth

Day 3: Inspiring Teams to Better Performance

- Identifying Team Roles
 - Understanding the diverse roles within teams
- The Belbin Type Indicator
 - Using the Belbin model to assess team roles and strengths
- Aligning Individual and Team Motivators
 - Recognizing and leveraging what drives individuals and teams
- The Values Alignment Matrix
 - Aligning team values to improve collaboration
- Keys to Resolving Values Conflicts
 - Techniques for handling conflicts in team values
- The Motivating Mix
 - Strategies for maintaining high levels of team motivation
- Creating a Supportive Environment
 - Building a positive, supportive environment for growth
- Energizing Your Team
 - Techniques for keeping teams engaged and motivated

Day 4: Sustainable Strategies for Improving Team Relationships

- Identifying Effective Communication Methods
 - Developing clear, effective communication channels
- Face-to-Face Communication
 - Best practices for in-person communication
- Team Problem-Solving
 - Collaborative approaches to solving team issues
- Factors Shaping Team Performance
 - Identifying internal and external factors influencing team success
- Phases of Team Problem-Solving

- Effective approaches to problem-solving within teams
- Tools for Making Effective Team Decisions
 - Decision-making techniques for group settings
- Ingredients of Effective Decision Making
 - Key factors for successful decision-making

Day 5: The Team Leader's Role in Managing Change

- Managing Change
 - How to effectively lead teams through organizational changes
- The Change Cycle
 - Understanding the stages of change and how teams react
- The 4-Room Apartment Strategy
 - A method for managing team reactions to change
- Typical Reactions to Change
 - Identifying common responses and how to address them
- Helping the Team Move Through Change Stages
 - Coaching teams through the transition phases
- Handling Reactions to Change
 - Techniques for dealing with resistance and embracing change
- Strategies for Dealing with Change
 - Creating actionable strategies for successful change management
- The 17 Laws of Great Teamwork
 - Key principles to foster long-term team success

Registration form on the Training Course: Certified Team Leader

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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