



*Conference:
Leading High Performing Teams*

*5 - 9 April 2027
Madrid (Spain)*

Conference: Leading High Performing Teams

Conference code: CO8090 From: 5 - 9 April 2027 Venue: Madrid (Spain) - Conference Fees: 6300 € Euro

Introduction

This seminar focuses on developing high-performing teams by strengthening the capabilities of team leaders and middle managers. It explores how to align team vision, improve communication, manage performance effectively, and harness team dynamics to achieve peak productivity. Participants will learn practical techniques to build cohesion, resolve conflict, and unlock the full potential of their teams to support organizational goals.

Objectives

- Understanding your role as a leader
- Identifying and leveraging talent within the team
- Engaging and motivating the team with shared vision and values
- Establishing clear objectives and standards of performance for your team
- Measuring and managing team performance
- Managing and using conflict and challenge

Target Audience

- Team Leaders and Supervisors
- Middle Managers
- Department and Unit Heads
- Project Managers and Project Team Leaders
- HR and Organizational Development Professionals
- Operations Managers
- Professionals responsible for managing teams and performance
- Emerging leaders preparing for management roles
- Anyone involved in leading, coordinating, or developing teams
- Organizations aiming to improve teamwork, engagement, and productivity

Outlines

Day 1: Teams and their Leaders

- Teams, leaders, and managers
- Key leadership tasks
- Influence, authority, and power
- Leadership styles and style flexibility
- Self-awareness
- Emotional intelligence and rapport

Day 2: Vision, Direction & Alignment

- Creating a shared vision

- Aims, objectives and goal alignment
- Developing meaningful objectives and indicators
- Divergent approaches to problem-solving
- Communicating a compelling vision
- Delivering challenging messages

Day 3: Team Dynamics

- Team development
- The sociology of the team
- Characteristics of high-performing teams
- Balancing team roles
- Non-traditional team structures
- Delegation and empowerment

Day 4: Developing the Team

- Learning and competence
- Building a coherent team
- Self-managing teams and their challenges
- Coaching, mentoring and self-directed learning
- Feedback and appraisal
- Leveraging team strengths for peak performance

Day 5: Performance & Conflict Management

- Defining performance
- Approaches to measuring team and individual performance
- Performance through the eyes of the customer
- Performance management: science or art?
- Conflict as a catalyst for team development
- Dealing with challenging interpersonal relations

Registration form on the Conference: Leading High Performing Teams

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