



*Training Course:
Leading High Performing Teams*

*30 August - 3 September 2027
Kigali (Rwanda)*

Training Course: Leading High Performing Teams

Training Course code: LS1107 From: 30 August - 3 September 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

No matter how knowledgeable and competent its individual members may be, a dysfunctional team will undermine organizational goals, sap morale, and waste effort. This seminar focuses on the critical roles of the team leader and middle manager in harnessing their team's potential and introduces and practices techniques for moving the team to peak performance.

Highlights include:

- Understanding the role of the leader in team performance
- Measuring and managing performance
- Creating a shared team vision
- Harnessing the dynamics of the team
- Optimizing team flexibility and commitment

Objectives

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

- Understand their role as a leader within a team setting
- Identify and leverage talent within the team to enhance performance
- Engage and motivate the team with a shared vision and values
- Establish clear objectives and performance standards for the team
- Measure and manage team performance effectively
- Handle and use conflict and challenges to improve team dynamics and growth

Target Audience

- Experienced Team Leaders
- Junior and Middle Managers
- HR and Organizational Development Professionals
- Project Managers
- Business Development and Strategy Professionals
- Aspiring Leaders and High-Potential Professionals
- Coaches and Mentors

5-Day Training Outline

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 Training Course: Leading High Performing Teams

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