Building High-Performing Project Teams Training Course

Professional Development Training Course Outline

Category	Project Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Building high-performing project teams is a critical success factor for organizations operating in complex, fast-paced, and resource-constrained environments. Building High-Performing Project Teams Training Course focuses on proven frameworks for team effectiveness, leadership alignment, collaboration, accountability, and performance optimization across project lifecycles. Participants will explore modern team dynamics, emotional intelligence, psychological safety, agile teamwork principles, and results-driven execution strategies that enable teams to consistently deliver high-quality outcomes on time and within scope.

The course integrates practical tools for team formation, role clarity, communication, conflict management, motivation, and performance measurement. Emphasis is placed on real-world project environments where cross-functional collaboration, remote teamwork, and stakeholder pressure demand strong leadership and resilient team structures. By the end of the course, participants will be equipped to build, lead, and sustain project teams that demonstrate trust, adaptability, ownership, and high performance.

Programme Curriculum

Building High-Performing Project Teams Training Course

Introduction

Building high-performing project teams is a critical success factor for organizations operating in complex, fast-paced, and resource-constrained environments. Building High-Performing Project Teams Training Course focuses on proven frameworks for team effectiveness, leadership alignment, collaboration, accountability, and performance optimization across project lifecycles. Participants will explore modern team dynamics, emotional intelligence, psychological safety, agile teamwork principles, and results-driven execution strategies that enable teams to consistently deliver high-quality outcomes on time and within scope.

The course integrates practical tools for team formation, role clarity, communication, conflict management, motivation, and performance measurement. Emphasis is placed on real-world project environments where cross-functional collaboration, remote teamwork, and stakeholder pressure demand strong leadership and resilient team structures. By the end of the course, participants will be equipped to build, lead, and sustain project teams that demonstrate trust, adaptability, ownership, and high performance.

Course Objectives

1. Understand the characteristics of high-performing project teams in modern organizations.
2. Apply team development models to project environments.
3. Strengthen leadership skills for motivating and aligning project teams.
4. Improve communication and collaboration across diverse project stakeholders.
5. Establish clear roles, responsibilities, and accountability mechanisms.
6. Manage conflict constructively to enhance team performance.
7. Build trust and psychological safety within project teams.
8. Apply emotional intelligence to improve team engagement and resilience.
9. Enhance decision-making and problem-solving in project teams.
10. Manage virtual and cross-functional project teams effectively.
11. Measure and monitor team performance using practical KPIs.
12. Foster continuous learning and improvement within project teams.
13. Develop action plans to build sustainable high-performing project teams.

Organizational Benefits

- Improved project delivery performance and outcomes
- Stronger collaboration across departments and functions
- Reduced project delays and rework
- Higher employee engagement and motivation
- Improved leadership capability at project level
- Enhanced conflict resolution and team cohesion
- Better accountability and ownership of project results
- Increased adaptability in dynamic project environments
- Stronger alignment between project goals and organizational strategy
- Sustainable culture of high performance and teamwork

Target Audiences

- Project managers and project leads
- Team leaders and supervisors
- Program and portfolio managers
- Functional managers supporting projects
- PMO staff and project coordinators
- HR and organizational development professionals
- Consultants and trainers in project management
- Professionals working in cross-functional project teams

Course Duration: 5 days

Course Modules

Module 1: Foundations of High-Performing Project Teams

- Characteristics and behaviors of high-performing teams
- Project team structures and lifecycle stages
- Alignment of team goals with project objectives
- Roles of leadership and followership in projects
- Common causes of project team failure
- Case Study: Diagnosing performance gaps in a project team

Module 2: Team Formation and Role Clarity

- Selecting the right mix of skills and competencies
- Defining roles, responsibilities, and authority levels
- RACI and responsibility assignment tools
- Managing expectations among team members
- Onboarding and integrating new project team members
- Case Study: Role ambiguity and its impact on project delivery

Module 3: Communication and Collaboration in Projects

- Effective communication channels for project teams
- Managing information flow and reporting structures
- Stakeholder communication within project teams
- Collaboration tools and techniques for teamwork
- Overcoming communication barriers in diverse teams
- Case Study: Communication breakdown in a multi-stakeholder project

Module 4: Leadership and Motivation in Project Teams

- Leadership styles for different project contexts
- Motivating teams under pressure and tight deadlines
- Delegation and empowerment in project work
- Managing performance and accountability
- Coaching and feedback for continuous improvement
- Case Study: Leadership challenges in a high-risk project

Module 5: Conflict Management and Team Resilience

- Sources of conflict in project environments
- Conflict management styles and techniques
- Turning conflict into productive dialogue
- Managing stress and workload pressure
- Building resilient and adaptable project teams
- Case Study: Resolving conflict between technical and business teams

Module 6: Emotional Intelligence and Team Trust

- Emotional intelligence competencies for project leaders
- Building trust and psychological safety
- Managing diverse personalities and working styles
- Enhancing empathy and active listening
- Strengthening team morale and engagement
- Case Study: Trust breakdown and recovery in a project team

Module 7: Managing Virtual and Cross-Functional Teams

- Challenges of virtual and remote project teams
- Managing cross-functional collaboration
- Cultural awareness in global project teams
- Technology tools for virtual teamwork
- Performance management in remote environments
- Case Study: Leading a distributed project team across locations

Module 8: Measuring and Sustaining Team Performance

- Key performance indicators for project teams
- Monitoring productivity, quality, and collaboration
- Lessons learned and after-action reviews
- Continuous improvement and team learning practices
- Sustaining high performance beyond project closure
- Case Study: Using performance metrics to improve team outcomes

Training Methodology

- Instructor-led presentations and facilitated discussions
- Interactive group exercises and teamwork simulations
- Real-world project case study analysis
- Role plays and leadership practice sessions
- Practical tools, templates, and frameworks
- Action planning and peer feedback sessions

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.
f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com