Developing and Managing High-Performance Teams Training

Professional Development Training Course Outline

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

Course Introduction

Introduction

In today’s fast-paced and competitive business environment, organizations need high-performance teams to drive innovation, productivity, and growth. However, building and managing a high-performing team requires more than just assembling talented individuals—it involves fostering collaboration, trust, and a shared vision for success. This training, "Developing and Managing High-Performance Teams," equips leaders and professionals with the strategies, tools, and techniques to build, sustain, and lead teams that consistently achieve outstanding results.

A high-performance team is characterized by strong leadership, effective communication, a results-driven culture, and a high level of accountability. When teams operate at peak efficiency, they can solve problems faster, adapt to change seamlessly, and deliver exceptional performance. However, challenges such as poor collaboration, misalignment of goals, and lack of motivation can hinder a team’s success. This course provides practical solutions to overcome these barriers and build a cohesive, high-performing workforce.

Through a blend of leadership principles, team-building exercises, conflict resolution strategies, and real-world case studies, participants will learn how to create a positive team culture, improve collaboration, and boost engagement. The training also covers critical aspects such as goal setting, performance measurement, and continuous improvement strategies that empower teams to excel in their roles.

Programme Curriculum

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Whether you're an experienced leader, a new manager, or a team member striving for excellence, this training will provide you with proven strategies to develop a motivated, engaged, and results-driven team. Organizations that invest in high-performance team development gain a competitive advantage, increase employee satisfaction, and drive business success.

Course duration
5 Days

Course Objectives

1. Understand the key characteristics of high-performance teams.
2. Develop strong leadership skills to inspire and guide teams effectively.
3. Foster a culture of trust, collaboration, and accountability.
4. Enhance communication and conflict resolution within teams.
5. Set clear goals and align team efforts with organizational objectives.
6. Improve employee engagement and motivation strategies.
7. Identify and leverage team members' strengths for maximum performance.
8. Implement performance measurement techniques to track team success.
9. Address challenges and obstacles that hinder team productivity.
10. Apply real-world case studies to build and sustain high-performing teams.

Organizational Benefits

1. Increased productivity and efficiency through better teamwork.
2. Stronger leadership and employee engagement.
3. Higher employee retention and job satisfaction.
4. Improved problem-solving and innovation within teams.
5. Reduced workplace conflicts and enhanced collaboration.

6. Alignment of team goals with overall business strategy.
7. Faster adaptation to change and market demands.
8. Better decision-making and accountability at all levels.
9. Enhanced customer satisfaction due to high-performing employees.
10. Sustainable competitive advantage through a strong organizational culture.

Target Participants

- Team leaders and managers responsible for team performance.
- Business executives looking to foster a high-performance culture.
- HR professionals involved in talent development and leadership training.
- Project managers overseeing cross-functional teams.
- Entrepreneurs and business owners aiming to build strong teams.
- Employees at all levels seeking to enhance teamwork and collaboration.
- Customer service teams striving for improved performance and service delivery.
- Sales and marketing professionals working in competitive environments.
- IT and software development teams requiring agile teamwork and innovation.
- Anyone interested in optimizing team dynamics and leadership skills.

Course Outline

Module 1: Foundations of High-Performance Teams

1. Defining high-performance teams and their key characteristics.
2. Understanding team roles and dynamics.
3. The psychology of team motivation and engagement.
4. The impact of leadership on team success.
5. Case Study: How Google Built a High-Performance Culture with Project Aristotle.

Module 2: Effective Leadership in High-Performance Teams

1. Leadership styles and their impact on team performance.
2. The role of emotional intelligence in leadership.
3. Developing a coaching mindset to support team members.
4. Building trust and psychological safety within teams.
5. Case Study: The Leadership Principles behind Amazon’s High-Performance Teams.

Module 3: Communication and Collaboration Strategies

1. Mastering effective team communication techniques.
2. Overcoming barriers to collaboration.
3. Active listening and conflict resolution in teams.
4. Encouraging a feedback-driven team culture.
5. Case Study: How Pixar Fosters Creativity and Collaboration in Teams.

Module 4: Performance Management and Accountability

1. Setting clear goals and key performance indicators (KPIs).
2. Implementing performance tracking tools and techniques.
3. Holding team members accountable for results.
4. Creating a culture of continuous improvement.
5. Case Study: How Toyota's Lean Management System Drives High Performance.

Module 5: Managing Challenges and Conflict Resolution

1. Identifying and addressing common team dysfunctions.
2. Strategies for resolving conflicts and maintaining team harmony.
3. Managing remote and hybrid teams effectively.
4. Handling resistance to change in teams.
5. Case Study: How Microsoft Transformed Its Workplace Culture.

Module 6: Sustaining a High-Performance Team Culture

1. The role of employee recognition and motivation.
2. Encouraging innovation and adaptability in teams.
3. Strategies for long-term team growth and development.
4. Aligning team success with organizational strategy.
5. Case Study: How Netflix's High-Performance Culture Drives Business Success.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

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
23 Nov 2026	27 Nov 2026	Physical	$6,000

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

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