Team Performance Diagnostics Training Course

Professional Development Training Course Outline

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

Course Introduction

Team Performance Diagnostics Training Course empowers managers, team leaders, and HR professionals to analyze, evaluate, and optimize team performance using cutting-edge diagnostic tools. Through an engaging blend of interactive workshops, real-world case studies, and hands-on assessments, participants gain actionable insights to enhance collaboration, communication, and productivity. This program is designed to uncover team dynamics, individual strengths, and potential performance gaps, enabling leaders to drive measurable improvements in employee engagement, operational efficiency, and strategic alignment.

Leveraging data-driven analytics and behavioral assessments, this course provides a comprehensive framework for identifying performance bottlenecks and fostering high-trust team cultures. Participants will learn to implement evidence-based interventions, measure team effectiveness, and develop customized action plans that align with business objectives. By combining innovative learning methodologies such as scenario-based learning, role-playing, and collaborative exercises, this training ensures knowledge retention and immediate workplace application. Whether aiming to improve cross-functional collaboration, leadership impact, or team cohesion, this program equips professionals with the tools to transform underperforming teams into high-achieving units.

Programme Curriculum

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Course Duration

5 days

Course Objectives

1. Master team performance diagnostics frameworks to enhance organizational productivity.
2. Identify and analyze team strengths and weaknesses using data-driven assessments.
3. Apply behavioral analytics to optimize team collaboration and communication.
4. Design customized action plans for improving team efficiency.
5. Enhance leadership effectiveness through performance insights.
6. Develop high-performing team cultures with measurable outcomes.
7. Implement strategic interventions to resolve team conflicts.
8. Track and measure team performance metrics for continuous improvement.
9. Leverage psychometric tools for team role alignment.
10. Strengthen cross-functional collaboration for project success.
11. Utilize real-world case studies to apply performance improvement strategies.
12. Improve employee engagement and retention through team optimization.
13. Foster innovation and problem-solving capabilities within teams.

Target Audience

1. Team Leaders
2. HR Managers
3. Project Managers
4. Department Heads
5. Organizational Development Professionals
6. Senior Executives
7. Learning & Development Specialists
8. Agile Coaches

Course Modules

Module 1: Foundations of Team Performance Diagnostics

- Understanding team dynamics and productivity drivers
- Introduction to diagnostic frameworks
- Identifying critical performance metrics

- Using case studies from top-performing tech teams
- Exercises on team self-assessment and reflection

Module 2: Behavioral Assessment Tools

- Overview of psychometric assessments
- Identifying individual strengths and gaps
- Mapping team roles for optimal performance
- Applying MBTI, DISC, and Big Five frameworks
- Case study: Google’s Project Aristotle team analysis

Module 3: Data-Driven Team Analytics

- Collecting and interpreting team performance data
- Using KPI dashboards and analytics tools
- Benchmarking team productivity across departments
- Predicting team success patterns
- Case study: Spotify Agile squad performance evaluation

Module 4: Leadership & Team Optimization

- Building high-impact leadership behaviors
- Aligning leadership style with team needs
- Implementing coaching and mentoring strategies
- Recognizing performance gaps early
- Case study: Amazon leadership principles in practice

Module 5: Communication & Collaboration Enhancement

- Strengthening cross-functional collaboration
- Reducing miscommunication and silos
- Conducting effective team meetings
- Facilitating trust-building exercises
- Case study: Microsoft Teams collaboration improvement initiative

Module 6: Conflict Resolution & Problem Solving

- Identifying root causes of team conflicts
- Applying structured problem-solving methodologies
- Negotiation and mediation techniques
- Aligning team objectives with organizational goals
- Case study: Resolving team disputes in NASA project teams

Module 7: Performance Improvement Interventions

- Designing targeted improvement plans
- Conducting follow-up assessments
- Measuring impact and ROI of interventions
- Implementing continuous feedback loops
- Case study: IBM’s turnaround of underperforming teams

Module 8: Sustaining High-Performance Teams

- Embedding performance culture and accountability
- Recognizing and rewarding team achievements
- Continuous learning and skill development
- Utilizing technology for ongoing diagnostics
- Case study: Netflix culture of high-performing teams

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

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