Training Course on Building Team Excellence

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

In today’s dynamic, innovation-driven workplaces, *building team excellence* is not just a soft skill—it's a strategic advantage. High-performing teams increase productivity, improve decision-making, enhance employee satisfaction, and contribute to long-term organizational success. Training Course on Building Team Excellence is designed to equip leaders, managers, and team members with the knowledge and tools necessary to transform ordinary teams into extraordinary ones.

Through this results-focused and engaging learning experience, participants will master collaborative leadership, agile teamwork, and high-impact communication strategies. By incorporating real-world case studies, trending management frameworks, and hands-on exercises, this program is essential for businesses looking to develop resilient, innovative, and high-performing teams.

Programme Curriculum

Training Course on Building Team Excellence

Introduction

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Course Objectives

1. Enhance team collaboration using agile and lean strategies
2. Cultivate psychological safety to boost innovation
3. Develop emotional intelligence for effective leadership
4. Apply conflict resolution techniques for team harmony
5. Strengthen decision-making in cross-functional teams
6. Leverage team diversity for creative problem-solving
7. Optimize communication flow for virtual teams
8. Build trust and accountability within team dynamics
9. Increase employee engagement and team motivation
10. Create high-performing team culture aligned with company values
11. Manage remote teams using digital collaboration tools
12. Evaluate team performance using measurable KPIs
13. Implement strategic thinking and change management in team settings

Target Audience

1. Team Leaders
2. Project Managers
3. Human Resources Professionals
4. Department Heads
5. Business Coaches
6. Organizational Development Specialists
7. Startup Founders
8. Senior Executives

Course Duration: 5 days

Course Modules

Module 1: Foundations of Team Excellence

- Understand the core characteristics of high-performing teams
- Explore Tuckman's stages of team development
- Identify team roles and responsibilities using the Belbin model
- Align team goals with organizational vision
- Build a shared team identity
- **Case Study:** Google’s Project Aristotle – Unlocking the Secrets of Team Effectiveness

Module 2: Effective Team Communication

- Utilize assertive and active listening techniques
- Eliminate communication barriers in diverse teams
- Establish virtual communication protocols
- Master non-verbal communication cues
- Design feedback loops for continuous improvement
- **Case Study:** How IBM Fostered Remote Collaboration Across Global Teams

Module 3: Collaborative Leadership and Accountability

- Define leadership roles in team settings
- Balance authority and empowerment
- Create a culture of accountability and ownership
- Lead through influence, not hierarchy
- Provide support through coaching and mentoring
- **Case Study:** Netflix's Freedom and Responsibility Culture

Module 4: Emotional Intelligence for Team Success

- Recognize and manage emotional triggers
- Develop self-awareness and empathy in leadership
- Foster strong interpersonal relationships
- Manage stress and emotional regulation in teams
- Create a psychologically safe work environment
- **Case Study:** Emotional Intelligence at Johnson & Johnson – A Leadership Transformation

Module 5: Managing Conflict Constructively

- Identify sources of conflict in teams
- Apply the Thomas-Kilmann conflict mode instrument (TKI)
- Facilitate open and respectful dialogues
- Transform conflict into innovation opportunities
- Build consensus through negotiation and mediation
- **Case Study:** Mediation Strategies at Ford Motor Company

Module 6: Driving Innovation and Creativity in Teams

- Stimulate idea generation using design thinking
- Remove barriers to team innovation
- Encourage diverse thinking and open feedback
- Integrate cross-functional insights for breakthrough solutions
- Build an environment for risk-taking and experimentation
- **Case Study:** 3M's Innovation Culture Through Cross-Team Collaboration

Module 7: Measuring and Sustaining Team Performance

- Set SMART team performance goals

- Use team dashboards and KPIs for tracking progress
- Conduct performance reviews and debriefs
- Offer rewards and recognition to boost morale
- Encourage team reflection and growth planning
- **Case Study:** Salesforce's Performance Metrics and Agile Feedback Loop

Module 8: Leading Remote and Hybrid Teams

- Implement effective virtual team engagement strategies
- Manage digital fatigue and isolation
- Leverage collaboration platforms (Slack, Teams, Asana)
- Set expectations and accountability remotely
- Foster team spirit and cohesion in virtual settings
- **Case Study:** Microsoft's Transformation to a Remote-First Culture

Training Methodology

- Interactive group activities and breakout discussions
- Real-world case study analysis and reflection
- Self-assessment tools and emotional intelligence evaluations
- Role-playing scenarios for conflict resolution and leadership
- Post-training action planning and performance tracking

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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