

Course No. 1369

High-Performance Leadership Training Course

**LEADERSHIP & EXECUTIVE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

LOCATION

Milan, Italy

DELIVERY

Classroom

DATES

14 – 18 Dec 2026



Scheduled Event Details

CITY	Milan, Italy
DATE	14 – 18 Dec 2026
DELIVERY TYPE	Classroom
COURSE FEE	€6,000

Course Overview

The High-Performance Leadership Training Course is an advanced professional development program designed to strengthen the leadership capabilities required to achieve sustainable organizational results through people, performance, and disciplined execution. The course focuses on helping managers and leaders move beyond traditional task management toward high-performance leadership that combines strategic thinking, accountability, decision-making, team leadership, performance management, and continuous improvement.

Modern organizations require leaders who can translate strategic direction into clear priorities, align teams around measurable objectives, make effective decisions under pressure, and maintain performance during periods of change and uncertainty. High-performance leadership is not limited to achieving short-term targets; it involves creating the leadership conditions, management practices, and team behaviors that support consistent execution, employee development, and long-term organizational effectiveness.

The program provides a comprehensive framework covering leadership effectiveness, strategic thinking, decision-making, performance management, delegation, accountability, team development, motivation, communication, conflict management, change leadership, and leadership development. Participants will learn how to connect organizational strategy with operational execution and establish practical performance disciplines that help teams focus on priorities, ownership, and measurable outcomes.

The course uses a highly practical approach through case studies, leadership simulations, decision-making exercises, team scenarios, interactive discussions, and workshops. Participants will assess their leadership effectiveness, diagnose performance barriers, examine team and organizational challenges, and develop practical approaches for improving execution, accountability, collaboration, and leadership impact within their working environment.

The High-Performance Leadership Training Course provides direct value to organizations seeking stronger leadership capability, higher team effectiveness, improved accountability, better decision-making, and stronger alignment between strategic priorities and operational results. It also supports leaders in building resilient teams, developing talent, and maintaining performance through growth, transformation, pressure, and uncertainty.

Objectives

- Analyze the principles of high-performance leadership and identify the behavioral, strategic, and organizational factors that influence sustainable results during the training program.
- Develop a leadership approach that connects strategic direction, execution discipline, accountability, and measurable organizational outcomes.
- Evaluate personal leadership effectiveness and identify priority areas for improvement in leadership behavior, decision-making, and performance management.
- Apply practical methods for translating organizational strategy into clear priorities, team objectives, performance expectations, and measurable indicators.
- Design effective performance management and accountability practices that clarify expectations, ownership, follow-up, and results.
- Improve leadership decision-making through structured analysis of information, alternatives, risks, consequences, and organizational impact.
- Strengthen delegation, empowerment, and responsibility allocation while maintaining clear accountability and performance control.
- Apply practical methods for building and leading high-performing teams based on trust, collaboration, role clarity, and shared ownership.
- Develop structured approaches for managing conflict, difficult conversations, performance issues, and leadership challenges.
- Implement leadership practices that support effective change management and sustained performance during uncertainty and organizational transformation.
- Strengthen the leader's role in developing talent, coaching employees, and preparing future leadership capability.
- Prepare a practical 90-day High-Performance Leadership Development Plan with defined priorities, actions, responsibilities, and performance measures.

Who Should Attend

This course is designed for executives, senior managers, department heads, supervisors, team leaders, project managers, operations managers, business unit leaders, and experienced professionals responsible for achieving results through people. It is particularly relevant to leaders working in operations, engineering, finance, human resources, project management, technology, administration, technical functions, and other environments where leadership effectiveness directly influences organizational performance.

The program is highly suitable for leaders and managers in government entities, ministries, public sector organizations, banks and financial institutions, oil and gas companies, energy organizations, industrial corporations, and large enterprises. It provides particular value to professionals responsible for leading multidisciplinary teams, delivering strategic projects, managing operational performance, and translating organizational priorities into measurable execution.

The course also benefits experienced specialists and high-potential professionals preparing for broader leadership responsibilities. It provides practical tools for leading through influence, improving team performance, managing accountability, developing people, and creating a culture focused on execution, ownership, continuous improvement, and sustainable results.

Learning Outcomes

- By the end of the course, participants will be able to:
- Assess their leadership effectiveness and identify the behaviors and practices that influence individual, team, and organizational performance.
- Translate organizational strategy into clear priorities, team objectives, performance expectations, and measurable indicators.
- Apply results-oriented leadership approaches that connect individual and team performance with organizational goals.
- Make more effective leadership decisions by evaluating information, alternatives, risks, consequences, and expected outcomes.
- Delegate responsibilities effectively while maintaining clear authority, expectations, accountability, and follow-up.
- Build high-performing teams through trust, collaboration, role clarity, accountability, and shared ownership of results.

- Conduct effective performance conversations and provide constructive feedback to improve employee contribution and development.
- Manage workplace conflict, difficult situations, and performance challenges through structured leadership approaches.
- Lead teams through organizational change, uncertainty, competing priorities, and operational pressure.
- Develop employees through coaching, mentoring, developmental assignments, and targeted capability building.
- Use performance reviews and leadership indicators to identify barriers, address deviations, and improve execution.
- Develop and implement a 90-day High-Performance Leadership Development Plan with clear priorities, actions, measures, and follow-up mechanisms.

Course Outline

DAY 01

Foundations of High-Performance Leadership and Leadership Effectiveness

- Fundamentals of high-performance leadership and its role in organizational results
- Leadership versus traditional management and task supervision
- Characteristics and behaviors of high-performance leaders
- Leadership self-awareness and its impact on effectiveness and credibility
- Leadership vision and connection to organizational purpose
- Translating strategic direction into leadership priorities
- Building trust, credibility, ownership, and leadership accountability
- Leading in complex, uncertain, and changing environments
- Diagnosing leadership and performance barriers

PRACTICAL APPLICATION

Assessing leadership effectiveness and identifying individual development priorities

DAY 02

Strategic Leadership, Decision-Making, and Performance Management

- Strategic thinking and the leader's role in execution
- Translating strategy into operational objectives and priorities
- Establishing meaningful performance indicators and expected outcomes
- Structured leadership decision-making and alternative analysis
- Risk assessment and decision-making under uncertainty
- Priority management and effective use of leadership time and resources
- Delegation, empowerment, and authority
- Accountability, follow-up, and commitment management
- Performance reviews and corrective action

PRACTICAL APPLICATION

Analyzing a leadership situation and developing a decision and execution plan linked to performance indicators

DAY 03

Leading High-Performance Teams and Developing People

- Characteristics and foundations of high-performing teams
- Building trust, collaboration, and shared ownership
- Defining roles, responsibilities, and performance standards
- Managing individual differences and working styles
- Motivation and connecting individual contribution to organizational purpose
- Building a culture of accountability and execution discipline
- Coaching and mentoring for employee development
- Identifying capability gaps and establishing development priorities
- Developing future leaders and strengthening internal capability

DAY 03 — CONTINUED

CASE STUDY

Improving an underperforming team through integrated leadership interventions

DAY 04

Influential Communication, Conflict Management, and Change Leadership

- Leadership communication and its relationship to performance
- Clarifying expectations and leading performance conversations
- Providing constructive feedback and managing difficult discussions
- Managing conflict and disagreement within teams
- Addressing difficult behaviors and sensitive workplace situations
- Influence and persuasion without relying solely on formal authority
- Leading organizational change and transformation
- Managing resistance and maintaining employee commitment
- Leading teams under pressure and uncertainty

PRACTICAL APPLICATION

Simulating a leadership situation involving organizational change, conflict, competing priorities, and performance expectations

DAY 05

Sustainable High Performance and Leadership Development

- Building a results-oriented culture based on accountability and continuous improvement
- Measuring leadership impact on individual and team performance
- Using performance indicators and leadership reviews to improve results
- Identifying performance risks and preventing decline in team effectiveness
- Strengthening cross-functional collaboration and stakeholder alignment
- Developing future leaders and sustaining leadership pipelines

DAY 05 — CONTINUED

- Building leadership habits that support focus, execution, and measurable outcomes
- Reviewing leadership effectiveness and identifying continuous development priorities
- Best practices for sustaining high-performance leadership
- Connecting leadership practices with organizational performance and long-term sustainability

FINAL WORKSHOP

Developing a 90-day High-Performance Leadership Development Plan covering leadership priorities, strategic alignment, objectives, performance indicators, delegation, team leadership, employee development, change leadership, and continuous improvement mechanisms

Register or Request More Information

Course page: <https://quest-training.com/courses/high-performance-leadership-training-course>

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