

Course No. 1368

Leading High-Performance Teams Training Course

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

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Leading High-Performance Teams Training Course is a premium professional development program designed to equip managers, supervisors, team leaders, and experienced professionals with the practical capabilities required to build, lead, and sustain high-performing teams. The course focuses on the leadership behaviors, team structures, communication practices, performance disciplines, and collaborative approaches that enable teams to consistently achieve demanding organizational objectives.

High-performing teams do not emerge simply by placing capable individuals together. They require clear purpose, aligned goals, defined responsibilities, trust, accountability, effective communication, constructive conflict, and leadership that creates the conditions for people to perform at their best. This program helps leaders understand the factors that influence team effectiveness and provides practical methods for translating organizational priorities into coordinated team performance.

The course explores the full team performance cycle, including team formation, role clarity, goal alignment, performance expectations, communication, delegation, motivation, trust building, accountability, collaboration, conflict management, decision-making, coaching, and continuous improvement. Participants will learn how to diagnose team performance barriers, address behavioral and operational challenges, improve team dynamics, and establish practical systems that support consistent execution.

Particular attention is given to leading teams in complex and changing environments. The program addresses multidisciplinary collaboration, remote and hybrid team leadership, stakeholder coordination, performance conversations, managing underperformance, team resilience, and maintaining engagement during periods of pressure or change. It also examines how leaders can balance individual needs with collective goals while maintaining standards, ownership, and organizational discipline.

Through case studies, leadership simulations, team diagnostics, practical exercises, interactive discussions, and workshops, the Leading High-Performance Teams Training Course enables participants to apply proven leadership practices to real workplace situations. The program supports organizations in strengthening team productivity, improving collaboration, developing accountability, increasing employee engagement, and creating sustainable team performance aligned with strategic and operational priorities.

Objectives

- Analyze the core characteristics and performance drivers of high-performing teams and assess their relevance to different organizational environments during the training program.
- Develop clear team structures, roles, responsibilities, expectations, and performance standards aligned with organizational objectives.
- Evaluate team dynamics, collaboration patterns, trust levels, communication practices, and behavioral barriers affecting team performance.
- Apply practical leadership techniques to build trust, accountability, engagement, ownership, and shared responsibility within teams.
- Design effective team goals and performance measures that connect individual contribution with collective and organizational outcomes.
- Improve delegation, coordination, prioritization, and workflow management to strengthen team execution and productivity.
- Strengthen communication practices that support clarity, transparency, constructive feedback, and effective information flow.
- Implement structured approaches to managing conflict, disagreement, difficult behaviors, and underperformance within teams.
- Assess individual strengths, development needs, and team capability gaps and establish targeted development actions.
- Develop coaching and mentoring approaches that improve employee capability, confidence, decision-making, and accountability.
- Apply leadership methods that help teams remain effective during change, uncertainty, operational pressure, and competing priorities.
- Prepare a practical high-performance team development plan with measurable actions, performance indicators, and follow-up mechanisms.

Who Should Attend

This course is designed for managers, department heads, supervisors, team leaders, project managers, operations managers, business unit leaders, and professionals responsible for leading people, projects, or multidisciplinary teams. It is particularly relevant to leaders in operations, engineering, finance, human resources, customer service, administration, technology, project management, sales, and technical functions where team coordination and performance are central to organizational success.

The program is highly suitable for executives 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 leaders who need to improve team accountability, manage diverse personalities, coordinate across functions, improve performance standards, and sustain productivity during periods of change or operational pressure.

The course also benefits experienced specialists and high-potential professionals who lead projects, workstreams, committees, or cross-functional initiatives without relying entirely on formal authority. It provides them with practical tools for influencing team behavior, strengthening collaboration, resolving challenges, and creating a performance-oriented team culture.

Learning Outcomes

- By the end of the course, participants will be able to:
- Diagnose team performance and identify behavioral, structural, communication, and operational factors affecting results.
- Establish clear team purpose, goals, responsibilities, standards, and performance expectations.
- Build trust, accountability, collaboration, and shared ownership within high-performance teams.
- Apply practical leadership approaches to different team members, performance levels, and workplace situations.
- Delegate responsibilities effectively while maintaining accountability, authority, follow-up, and outcome ownership.
- Improve team communication through effective meetings, information sharing, active listening, feedback, and clear expectations.
- Manage conflict, disagreement, difficult behaviors, and underperformance using structured leadership approaches.
- Identify individual and team capability gaps and develop practical coaching, mentoring, and development actions.
- Motivate team members by recognizing contribution, creating meaningful ownership, and connecting individual effort to organizational purpose.
- Lead teams through change, uncertainty, competing priorities, and high-pressure operational environments.

- Use team performance indicators and review practices to monitor progress, identify barriers, and improve execution.
- Develop and implement a 90-day high-performance team improvement plan with defined actions, responsibilities, and performance measures.

Course Outline

DAY 01

Foundations of High-Performance Team Leadership

- Understanding high-performance teams and the factors that drive sustained results
- Leadership responsibilities in building and maintaining effective teams
- Team purpose, vision, values, and performance expectations
- Establishing clear roles, responsibilities, authority, and accountability
- Team development stages and leadership requirements
- Understanding team dynamics, behaviors, and performance patterns
- Building trust, credibility, and psychological safety
- Identifying common barriers to effective team performance
- Aligning team priorities with organizational strategy and operational objectives

PRACTICAL APPLICATION

Conducting a team effectiveness assessment and identifying priority improvement areas

DAY 02

Team Communication, Collaboration, and Accountability

- Principles of effective team communication
- Active listening, questioning, and clarification techniques
- Setting expectations and communicating performance standards
- Running effective team meetings and decision-oriented discussions
- Delegation, ownership, and accountability
- Managing information flow across departments and functions
- Building collaboration across multidisciplinary teams

DAY 02 — CONTINUED

- Preventing communication gaps, assumptions, and avoidable misunderstandings
- Creating a culture of transparency and constructive feedback

PRACTICAL APPLICATION

Designing a team communication and accountability framework for a real workplace team

DAY 03

Motivation, Coaching, Performance, and Team Development

- Understanding employee motivation and different performance drivers
- Connecting individual contribution with team and organizational purpose
- Performance management within high-performing teams
- Setting measurable goals and meaningful performance indicators
- Giving constructive feedback and conducting performance conversations
- Coaching employees for capability and confidence
- Mentoring and developing emerging team talent
- Managing underperformance while maintaining fairness and accountability
- Recognizing achievement and reinforcing positive performance behaviors

CASE STUDY

Developing an underperforming team through coaching, accountability, and targeted development

DAY 04

Conflict Management, Difficult Situations, and Leading Through Change

- Sources and types of workplace conflict
- Diagnosing conflict before selecting a response
- Managing disagreement and competing priorities
- Addressing difficult behaviors and challenging team dynamics

DAY 04 — CONTINUED

- Managing sensitive conversations and performance concerns
- Building collaborative solutions and restoring trust after conflict
- Leading teams through organizational change and uncertainty
- Managing resistance and maintaining employee engagement
- Team resilience during pressure, disruption, and operational challenges

PRACTICAL APPLICATION

Managing a high-pressure team scenario involving conflict, resistance, and competing business priorities

DAY 05

Sustaining High Performance and Continuous Improvement

- Creating a culture of accountability, ownership, and continuous improvement
- Measuring team effectiveness and performance trends
- Using team dashboards, reviews, and performance discussions to drive improvement
- Strengthening cross-functional cooperation and stakeholder alignment
- Developing future team leaders and building internal capability
- Maintaining performance during organizational growth and change
- Identifying team risks and preventing performance deterioration
- Establishing team improvement routines and leadership follow-up mechanisms
- Best practices for sustaining high-performance team cultures

FINAL WORKSHOP

Developing a 90-day High-Performance Team Leadership Plan covering team goals, role clarity, communication, accountability, motivation, conflict management, coaching, performance indicators, and continuous improvement



Register or Request More Information

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

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