

Supervising High Performing Teams

Madrid -

30-11-2026

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Course code: ML205 From: 30-11-2026 Venue: Madrid - Course Fees: 8000 £

Introduction

Much emphasis is placed on leadership development when, in reality, the leader is only one person; the true driving force behind a leader's success is their team. More importantly, regardless of how knowledgeable and competent individual team members are, a dysfunctional team will undermine organizational goals, drain morale, and waste effort.
With increased commercial pressures and target-driven cultures, many leaders are now considering how to get the best out of their employees. The leader's behavior and style are the single most important factors in driving effective teamwork and team engagement. This Leading High Performing Teams training seminar explains how to maximize the potential of the team and introduces techniques for achieving peak performance.

This course is highly interactive and participants are expected to discuss their unique situation as well as practice the tools they are learning.

Highlights include:

- Discovering the link between the leader□s behavior and team performance
- Finding new ways to measure and manage performance
- Unique techniques to truly tap into motivation
- Harnessing the dynamics of the team through personality profiling
- Optimizing team flexibility and commitment using advanced coaching skills

Course Objectives of Supervising High-Performing Teams

At the end of this course, you will learn to:

- Understand what elements of your role as a leader give the greatest return
- Identify and leverage individual talent within the team
- Engage and motivate the team using vision techniques
- Establish clear objectives and standards of performance for your team

- Read personality preferences and adapt your leadership accordingly
- Manage and use advanced coaching techniques to replace “tell” with “ask”

Course Methodology of Supervising High-Performing Teams

This course uses a range of approaches to learning, including experiential group activities, individual exercises, mini-case studies, role plays, and syndicate discussions.

Formal inputs are used to introduce underpinning theory. A key part of the learning process is sharing the differing experiences that participants bring, as well as experimenting with the novel – and sometimes challenging – techniques. A psychometric instrument will be used to generate a personality profile, which will contribute to your understanding of your preferences and personal style.

Organizational Impact of Supervising High-Performing Teams

Team leaders and managers who have shared and practiced different ways of performing the key leadership functions offer increased self-awareness, flexibility, and confidence.

- Increased team productivity
- Greater team working and collaboration
- More creativity and innovation from team members
- Problems get solved quicker
- Performance issues can be addressed directly
- Fewer interpersonal challenges and complaints between team members

Personal Impact of Supervising High-Performing Teams

Participants will be exposed to a range of different approaches to outstanding leadership practice, allowing them to select those most suitable for their team’s requirements and the changing situations they together face.

- Great confidence inappropriate leadership actions
- Increased clarity of role and necessary actions

- Heightened self-awareness and self-understanding
- New tools to motivate and inspire others
- Processes for evaluating and adapting to personality types
- Improved self-control in challenging situations

Target Audience of Supervising High-Performing Teams

This program is suitable for a wide range of leadership and management functions from experienced leaders through to junior / middle managers who might be new to the role of leadership:

- Leaders who are looking to update their skillset and ability
- Managers who have taken on a new team leadership role
- Managers who have a challenging team or feel their teams are stuck
- Senior Management wants to learn modern leadership techniques
- Project Managers or those with a project management role

Course Outlines of Supervising High-Performing Teams

DAY 1

Teams and their Leaders

- The Relationship between Teams, Leaders, and Managers
- Key Leadership Tasks and Responsibilities
- Balancing Influence, Authority, and Power

- Different Leadership Styles and Style Flexibility
- Self-awareness and Getting Feedback
- Emotional Intelligence and Rapport

DAY 2

Vision, Direction & Alignment

- Creating a Shared Vision
- Aims, Objectives, and Goal Alignment
- Developing Meaningful Objectives and Indicators
- Divergent Approaches to Problem-solving
- Communicating a Compelling Vision
- Taking a Coaching Approach to Problem Solving

DAY 3

Team Dynamics

- Stages of Team Development
- The Sociology of The Team
- Characteristics of High-performing Teams
- Balancing Different Team Roles and Personality Types
- Non-traditional Team Structures
- Delegation and Empowerment

DAY 4

Developing the Team

- Personality Types and The Mix Needed For Success
- Building a Coherent Team
- Self-managing Teams and Their Challenges
- Coaching, Mentoring and Self-directed Learning
- Feedback and Appraisal
- Leveraging Team Strengths For Peak Performance

DAY 5

Performance & Conflict Management

- Defining Performance
- Approaches to Measuring Team and Individual Performance
- Performance Management: Science or Art?
- Giving and Receiving Feedback Effectively
- Conflict as A Catalyst for Team Development
- Dealing with Challenging Interpersonal Relations

DAY 6

Motivating and Engaging Teams

- Understanding Motivation Theories
- Identifying Individual and Team Motivators
- Creating a Motivating Work Environment
- Recognizing and Rewarding Team Performance
- Employee Engagement Strategies

- Designing Team Building Activities

DAY 7

Effective Communication and Conflict Resolution

- Enhancing Team Communication Skills
- Active Listening and Empathetic Communication
- Constructive Feedback and Criticism
- Addressing and Resolving Team Conflicts
- Negotiation and Mediation Techniques
- Group Exercise: Role-Playing Difficult Conversations

DAY 8

Embracing Diversity and Inclusion in Teams

- The Value of Diversity in High-Performing Teams
- Overcoming Bias and Stereotypes
- Fostering an Inclusive Team Culture
- Leveraging the Power of Diverse Perspectives
- Building Cross-Cultural Team Collaboration
- Case Studies: Successful Diverse Teams

DAY 9

Building Resilience and Managing Change in Teams

- Understanding Resilience in Teams
- Building Resilience through Team Support
- Adapting to Change and Uncertainty
- Leading Teams through Change Initiatives
- Developing a Change Management Plan
- Group Activity: Change Simulation Exercise

DAY 10

Strategies for Sustaining High-Performance Teams

- Continuously Improving Team Performance
- Setting and Achieving Stretch Goals
- Creating a Learning Culture within the Team
- Building Team Resilience to Adversity
- Succession Planning and Talent Development
- Final Assessment: Team Leadership Case Study
- Closing Remarks and Course Evaluation