Arabian Institute For Training

Leading High Performing Teams

INTRODUCTION

- A lot of focus is put on leadership development when in reality the leader is just one person, the real driving force behind a leader's success is their team. A team operating effectively as a single unit will always outperform the best individual operating on their own. More importantly, no matter how knowledgeable and competent individual members of team may be, a dysfunctional team will undermine organisational goals, drain morale and waste effort.
- With the increased commercial pressures and target driven cultures many leaders are now considering how to get the highest levels of performance from their people. The single most important factor in driving effective teamwork and team engagement is the behavior and style of the leader. This Leading High Performing Teams training course explains how to harness the team's potential, and introduces techniques for moving the team to peak performance. This Management & Leadership training course is highly interactive and participants are expected to discuss their unique situation as well as practicing 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
- Optimising team flexibility and commitment using advanced coaching skills

OBJECTIVES

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

- Understand what elements of your role as leader give 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'

TRAINING METHODOLOGY

- This Leading High Performing Teams training 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 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.

ORGANISATIONAL IMPACT

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 teamworking 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

- Great confidence in appropriate 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

WHO SHOULD ATTEND?

This Leading High Performing Teams training course is suitable to 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 wanting to learn modern leadership techniques
- Project Managers or those with a project management role

Course Outline

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

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

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

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

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

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