MERCURY

Practical Team Leadership & Coaching Skills

2 – 6 August 2027
Barcelona (Spain)



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Ref: 121492_1034917 **Date:** 2 – 6 August 2027 **Location:** Barcelona (Spain) **Fees:** 5600 Euro

Introduction

This Practical Team Leadership & Coaching Skills course equips professionals with essential skills for modern organizational environments. It focuses on transforming managers into effective leaders who can guide teams toward high performance and sustainable success. Participants will explore how leadership styles influence employee engagement, productivity, and workplace culture. The course emphasizes real-world application of leadership principles to improve decision-making and interpersonal effectiveness. It also highlights how to develop coaching techniques, build team potential, and resolve performance challenges. Learners will lead teams confidently, enhance communication quality, and drive continuous improvement in organizational outcomes.

Targeted Groups

This Practical Team Leadership & Coaching Skills training targets professionals seeking knowledge and skills:

- Team leaders in corporate environments
- New and aspiring managers
- Project coordinators and supervisors
- HR professionals and trainers
- Department heads and executives
- Professionals in leadership development roles

Course Objectives

Participants will achieve the following objectives by completing the Practical Team Leadership & Coaching Skills course:

- Understand core principles of effective team leadership in organizations.
- Apply leadership techniques to improve team performance and motivation.
- Develop coaching skills to support employee growth and accountability.
- Strengthen communication skills to deliver clear, impactful leadership messaging.
- Identify different leadership styles and when to apply them effectively.
- Enhance decision-making abilities in dynamic workplace environments.
- Build strategies for managing conflict and improving team collaboration.
- Improve employee engagement through structured coaching conversations.
- Foster a culture of continuous improvement and performance excellence.
- Apply practical leadership tools effectively in real workplace scenarios.

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Targeted Competencies

Participants will gain the following competencies during the Practical Team Leadership & Coaching Skills program:

- Effective team leadership and supervision abilities in workplace settings.
- Strong coaching and mentoring skills for employee development.
- Advanced communication techniques for leadership influence and clarity.
- Performance management skills for evaluating and improving team output.
- Conflict resolution and problem-solving in team environments.
- Emotional intelligence for effectively managing workplace relationships.
- Strategic thinking for leadership decision-making and planning.
- Ability to build high-performing and motivated teams.
- Capability to conduct structured feedback and coaching sessions.

Studying Scenarios

In this Practical Team Leadership & Coaching Skills training, participants develop skills through the following scenarios:

- Managing underperforming team members using coaching techniques.
- Leading cross-functional teams in complex project environments.
- Resolving workplace conflicts through structured communication methods.
- Improving employee engagement in low-motivation environments.
- Applying leadership styles to different team personalities effectively.
- Conducting performance feedback sessions to enhance productivity.

Course Content

Unit 1: Foundations of Team Leadership

- Understanding modern team leadership training principles in organizations.
- Exploring the role of leadership in organizational success and growth.
- Identifying characteristics of high-performing teams in competitive environments.
- Understanding leadership styles and their impact on team dynamics.
- Building leadership identity and professional authority in workplace settings.
- Recognizing the difference between management and leadership roles clearly.
- Applying leadership development concepts to real organizational challenges.

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Unit 2: Coaching Skills for Leaders

- Introduction to managerial coaching skills for workplace performance improvement.
- Understanding coaching vs. traditional supervision in leadership contexts.
- Developing active listening skills for effective coaching conversations.
- Using questioning techniques to unlock employee potential and thinking.
- Structuring coaching sessions for consistent employee development outcomes.
- Identifying performance gaps through coaching and feedback mechanisms.
- Applying coaching strategies to improve employee accountability and growth.

Unit 3: Communication and Influence in Leadership

- Developing strong leadership communication skills for team effectiveness.
- Understanding verbal and non-verbal communication in leadership roles.
- Building trust through transparent, consistent communication.
- Delivering clear instructions to improve workplace efficiency and accuracy.
- Enhancing persuasion skills to positively influence team behavior.
- Managing difficult conversations with professionalism and emotional control.
- Strengthening cross-team communication in organizational environments.

Unit 4: Performance Management and Team Development

- Understanding performance management systems in modern organizations.
- Setting clear goals and expectations for team members effectively.
- Monitoring employee performance using structured evaluation methods.
- Providing constructive feedback for continuous performance improvement.
- Designing development plans for employee skill enhancement and growth.
- Applying employee engagement strategies to increase motivation levels.
- Using leadership coaching to improve overall team productivity outcomes.

Unit 5: Conflict Management and Leadership Challenges

- Identifying sources of workplace conflict in team environments.
- Applying conflict resolution strategies for effective team leadership.
- Managing emotional reactions during workplace disagreements professionally.
- Building a collaboration culture within diverse and multi-skilled teams.
- Handling resistance to change using leadership influence techniques.
- Strengthening decision-making under pressure in leadership scenarios.
- Creating sustainable solutions for long-term team stability and success.
- Integrating coaching skills into conflict management processes effectively.

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Final Insights & Key Takeaways

Strong team leadership and coaching skills are essential for building high-performing teams and achieving organizational excellence. Applying structured leadership development and coaching strategies ensures long-term productivity, engagement, and sustainable business success.