MERCURY

Team Leadership Skills for High-Performing Managers

16 – 20 November 2026
Nairobi (Kenya)



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Introduction

Effective leadership is a critical driver of organizational success, particularly in environments that demand agility, innovation, and sustained performance. This Team Leadership Skills for High-Performing Managers course equips managers with advanced team leadership skills required to lead high-performing teams in dynamic business contexts. It focuses on enhancing leadership effectiveness through strategic thinking, communication excellence, and performance-driven management practices. Participants will explore practical frameworks for motivating teams, resolving conflicts, and fostering collaboration aligned with organizational goals. The course also addresses modern leadership challenges, including managing diverse teams, driving engagement, and maintaining productivity under pressure. Managers will be able to lead with confidence, inspire performance, and create a culture of accountability and continuous improvement.

Targeted Groups

This Team Leadership Skills for High-Performing Managers training targets professionals seeking knowledge and skills:

- Mid-level managers aiming to enhance leadership effectiveness.
- Team leaders are responsible for managing cross-functional teams.
- Supervisors seeking to improve team performance and productivity.
- Project managers leading complex and high-impact initiatives.
- HR professionals are involved in leadership development programs.
- Senior executives are focusing on building high-performing teams.
- Professionals transitioning into managerial or leadership roles.

Course Objectives

Participants will achieve the following objectives by completing the Team Leadership Skills for High-Performing Managers course:

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- Understand the core principles of effective team leadership.
- Apply leadership styles suitable for different team dynamics.
- Enhance communication skills for better team alignment.
- Develop strategies to build and sustain high-performing teams.
- Improve decision-making and problem-solving capabilities.
- Manage conflicts and resolve workplace challenges effectively.
- Foster employee engagement and motivation.
- Strengthen emotional intelligence in leadership contexts.
- Implement performance management techniques.
- Lead teams through change and organizational transformation.
- Promote accountability and ownership within teams.
- Align team goals with strategic organizational objectives.

Targeted Competencies

Participants will gain the following competencies during the Team Leadership Skills for High-Performing Managers program:

- Strategic leadership and team alignment.
- Advanced communication and interpersonal skills.
- Emotional intelligence and self-awareness.
- Conflict resolution and negotiation techniques.
- Decision-making under pressure.
- Performance management and evaluation skills.
- Team motivation and engagement strategies.
- Change leadership and adaptability.
- Problem-solving and critical thinking.
- Coaching and mentoring capabilities.

Studying Scenarios

In this Team Leadership Skills for High-Performing Managers training, participants develop skills through the following scenarios:

- Managing underperforming team members in critical projects.
- Leading diverse teams with cultural and functional differences.
- Resolving conflicts between team members effectively.
- Driving team performance under tight deadlines.
- Communicating strategic goals to ensure team alignment.
- Handling resistance during organizational change initiatives.

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Course Content

Unit 1: Foundations of Team Leadership Excellence

- Define the difference between leadership and management in modern organizations.
- Understand characteristics of high-performing managers.
- Explore leadership styles and their practical applications.
- Analyze the impact of leadership behavior on team performance.
- Identify key traits of high-performing teams.
- Understand team dynamics and stages of team development.
- Assess personal leadership strengths and development areas.

Unit 2: Communication and Influence for Team Leaders

- Develop effective communication strategies for team leadership.
- Practice active listening and feedback techniques.
- Enhance clarity in delivering goals and expectations.
- Use persuasive communication to influence team members.
- Manage difficult conversations with confidence.
- Align communication with organizational objectives.
- Build trust through transparent and consistent communication.
- Strengthen virtual communication in remote team environments.

Unit 3: Building and Leading High-Performing Teams

- Identify factors that drive high team performance.
- Build trust and collaboration within teams.
- Set clear roles, responsibilities, and expectations.
- Foster a culture of accountability and ownership.
- Implement team performance management systems.
- Encourage innovation and continuous improvement.
- Develop strategies for employee engagement and retention.
- Measure and evaluate team effectiveness.

Unit 4: Conflict Management and Problem Solving

- Understand sources and types of workplace conflict.
- Apply structured approaches to conflict resolution.
- Use negotiation techniques to achieve win-win outcomes.
- Address performance issues proactively.
- Develop critical thinking and analytical problem-solving skills.
- Facilitate team discussions to resolve challenges.
- Manage stress and maintain team morale during conflicts.
- Turn conflicts into opportunities for team growth.

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Unit 5: Leading Change and Driving Performance

- Understand the principles of team change management.
- Lead teams through organizational transformation effectively.
- Overcome resistance to change within teams.
- Set performance goals aligned with business strategy.
- Monitor and evaluate team performance metrics.
- Apply coaching techniques to develop team members.
- Build resilience and adaptability in high-pressure environments.
- Sustain long-term team performance and productivity.

Final Insights & Key Takeaways

Effective team leadership requires a balance between strategic direction, interpersonal skills, and performance management to build high-performing teams. Managers who master these leadership skills can drive sustainable success, foster engagement, and create a culture of excellence within their organizations.