MERCURY

Team-Building & Motivation Leadership Framework

30 August – 3 September 2027
Kigali (Rwanda)



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Ref: 121545_1074000 **Date:** 30 August – 3 September 2027 **Location:** Kigali (Rwanda) **Fees:** 5300 Euro

Introduction

This Team-Building & Motivation Leadership Framework course provides an understanding of how effective teams will form, develop, and sustain within modern organizations. It focuses on the behavioral, emotional, and strategic dimensions that influence team performance and leadership effectiveness. Participants will explore how motivation impacts collaboration, productivity, and workplace culture in diverse environments. The program highlights practical leadership approaches that strengthen trust, engagement, and accountability within teams. It emphasizes real-world application of team-building principles across corporate, public, and project-based settings. Learners will create cohesive teams that consistently deliver high performance and contribute to the organization's shared success.

Targeted Groups

This Team-Building & Motivation Leadership Framework training targets professionals seeking knowledge and skills:

- Team leaders aim to enhance group performance and cohesion.
- Managers are responsible for employee engagement and productivity.
- HR professionals focus on organizational development strategies.
- Supervisors managing cross-functional or remote teams.
- Project managers coordinating team-based deliverables.
- Organizational development specialists are improving workplace culture.
- Emerging leaders prepare for leadership roles.

Course Objectives

Participants will achieve the following objectives by completing the Team-Building & Motivation Leadership Framework course:

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- Understand the core principles of effective team building and how group dynamics directly influence organizational success.
- Apply leadership and motivation strategies to enhance employee engagement, productivity, and overall team performance.
- Identify key behavioral drivers that shape collaboration quality and workplace relationships across teams.
- Build trust, improve communication, and strengthen accountability systems within working teams.
- Analyze common team challenges and apply structured, practical solutions to improve cohesion and stability.
- Use conflict resolution techniques to manage disagreements and align team performance with organizational goals.
- Design and implement leadership approaches to support the development of high-performing, resilient teams.
- Strengthen decision-making skills when managing diverse personalities, behaviors, and dynamic work environments.

Targeted Competencies

Participants will gain the following competencies during the Team-Building & Motivation Leadership Framework program:

- Develop advanced team leadership and coordination skills for success.
- Apply motivation and engagement techniques in professional settings.
- Strengthen communication, active listening, and interpersonal influence.
- Improve team dynamics and cross-department collaboration.
- Resolve conflicts and maintain workplace harmony effectively.
- Analyze team performance and identify areas for improvement.
- Build confidence in guiding teams toward shared goals.
- Understand performance-driven leadership and motivation strategies.

Studying Scenarios

In this Team-Building & Motivation Leadership Framework training, participants develop skills through the following scenarios:

- Analyze team breakdowns and propose recovery strategies.
- Study cases of declining motivation and improve engagement plans.
- Evaluate communication gaps and improve interaction models.
- Address conflict scenarios using structured resolution methods.
- Assess performance issues and optimize team roles for efficiency.

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Course Content

Unit 1: Foundations of Team-Building and Organizational Dynamics

- Understanding team-building training concepts and workplace relevance.
- Characteristics of high-performing teams in modern organizations.
- Stages of team development and progression models.
- Role of leadership in shaping team behavior and culture.
- Psychological factors influencing group collaboration.
- Importance of trust and psychological safety in teams.
- Impact of organizational structure on team effectiveness.
- Identifying barriers to successful teamwork in corporate environments.

Unit 2: Leadership Principles and Motivation Drivers

- Introduction to leadership motivation course fundamentals.
- Internal and external factors affecting employee motivation.
- Leadership styles and their impact on team performance.
- Building emotional intelligence for effective leadership.
- Techniques for inspiring commitment and engagement.
- Aligning individual goals with organizational objectives.
- Influence of leadership behavior on workplace morale.
- Sustaining motivation through recognition and empowerment strategies.

Unit 3: Communication and Collaborative Excellence

- Core communication principles in team environments.
- Active listening techniques for leadership effectiveness.
- Building clarity in instructions and task delegation.
- Enhancing cross-functional communication efficiency.
- Role of feedback in continuous team improvement.
- Managing digital communication in hybrid workplaces.
- Encouraging openness and transparency in discussions.
- Strengthening collaboration through structured dialogue systems.

Unit 4: Conflict Management and Performance Optimization

- Understanding sources of workplace conflict in teams.
- Early detection of performance and behavioral issues.
- Structured conflict resolution approaches for leaders.
- Balancing team diversity and managing differences effectively.
- Performance measurement techniques for team productivity.
- Coaching strategies for underperforming team members.
- Building accountability systems within teams.
- Enhancing decision-making in high-pressure situations.

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Unit 5: High-Performance Team Development Framework

- Defining high-performance team characteristics and standards.
- Designing strategic team-building and motivation systems.
- Integrating leadership practices into daily operations.
- Building sustainable engagement and retention strategies.
- Developing long-term team growth and capability plans.
- Leveraging organizational culture to enhance performance.
- Aligning leadership vision with team execution models.
- Continuous improvement cycles for team excellence development.

Final Insights & Key Takeaways

Strong leadership combined with structured team-building practices creates a sustainable foundation for organizational success and long-term productivity. Motivation-driven leadership ensures that teams remain engaged, aligned, and capable of achieving high-performance outcomes in dynamic environments.