



Leading High-Performing Teams Training Workshop

21 – 25 December 2026
Madrid (Spain)



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Introduction

No matter how knowledgeable and competent its members may be, a dysfunctional team will undermine organizational goals, sap morale, and waste effort. This leading high-performing teams training focuses on the critical roles of team leaders and middle managers in harnessing their team's potential. The leading high-performing teams workshop introduces and practices techniques for moving the team to peak performance.

Leading High-Performance Teams: A Focus on Excellence

Building and leading high-performance teams is crucial to achieving stellar organizational results. This leading high-performing teams course addresses what constitutes a high-performing team. It explores the strategies and skills necessary for developing them.

Through theory and practical application, participants will learn the intricacies of high-performance team leadership and the essential components that distinguish high-quality teams from their counterparts.

Participants will engage in high-performance team training that goes beyond the basics, equipping them to cultivate an environment where team members are aligned with a shared purpose, empowered to take the initiative, and encouraged to collaborate to optimize their collective performance.

Targeted Groups

- Experienced team leaders.
- Junior/middle managers.
- Supervisors.

Workshop Objectives

At the end of this leading high-performing teams workshop, the participants will be able to:

- Understand your role as a leader.
- Identify and leverage talent within the team.
- Engage and motivate the team with a shared vision and values.
- Establish clear objectives and standards of performance for the team.
- Measure and manage team performance.
- Manage and use conflict and challenge.
- Optimize team flexibility and commitment.

Targeted Competencies

By the end of this leading high-performing teams workshop, the target competencies will be able to:

- Leadership skills.
- Team management.
- Performance management.
- Communication skills.
- Emotional intelligence.
- Delegation and empowerment.

Conference Content

Unit 1: Teams and Their Leaders

- Teams, leaders, and managers.
- Key leadership tasks.
- Influence, authority, and power.
- Leadership styles and style flexibility.
- Self-awareness.
- Emotional intelligence and rapport.

Unit 2: Vision, Direction, and Alignment

- Creating a shared vision.
- Aims, objectives, and goal alignment.
- Developing meaningful objectives and indicators.
- Divergent approaches to problem-solving.
- Communicating a compelling vision.
- Delivering challenging messages.

Unit 3: Team Dynamics

- Team development.
- The sociology of the team.
- Characteristics of high-performing teams.
- Balancing team roles.
- Non-traditional team structures.
- Delegation and empowerment.

Unit 4: Developing The Team

- Learning and competence.
- 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.

Unit 5: Performance and Conflict Management

- Defining performance.
- Approaches to measuring team and individual performance.
- Performance through the eyes of the customer.
- Performance management: science or art?
- Conflict as a catalyst for team development.
- Dealing with challenging interpersonal relations.