



Building & Leading High-Performing Teams Training

19 – 23 October 2026
Paris (France)



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Introduction:

No matter how knowledgeable and competent its members may be, a team will undermine organizational goals, sap morale, and waste effort. This Building and Leading High-Performing Teams course focuses on the roles of team leaders and middle managers in harnessing their team's potential. It introduces and practices techniques for leading and building high-performance teams to move the team to peak performance.

Leadership is at the heart of high-performance teams. Participants will learn how to lead high-performing teams by fostering an environment that encourages collaboration, innovation, and excellence. This Building and Leading High-Performing Teams training will give you insights into the art and science of building and leading high-performance teams by understanding the dynamics that make teams excel.

Targeted Groups:

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

Course Objectives:

Participants will finish this Building and Leading High-Performing Teams course with an enhanced ability to:

- Understand your role as a leader in fostering a high-performance environment.
- 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 positively.
- Optimize team flexibility and commitment.

Targeted Competencies:

The target competencies in this Building and Leading High-Performing Teams training will:

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

Course Content:

Unit 1: Teams and Their Leaders:

- Teams, leaders, and managers.
- Key leadership tasks in building and managing high-performing teams.
- Influence, authority, and power.
- Leadership styles and style flexibility.
- Self-awareness.
- Emotional intelligence and rapport.

Unit 2: Vision, Direction & Alignment:

- Building high-performance teams through 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 in high-performance team building.
- 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 to lead teams for high performance.

Unit 5: Performance & Conflict Management:

- Defining performance in developing and leading high-performance teams.
- 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.