# Managing High Performing Teams Training

Duration: **3 Day**

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## Overview

Managing high-performing teams requires more than technical knowledge—it calls for self-awareness, strategic collaboration, and the ability to lead in a hybrid world. Managing high-performing teams is an immersive 3-day course designed to help managers and team leaders build cohesive, high-impact teams. You'll gain practical strategies for creating alignment, building accountability, and empowering individuals to perform at their best.

For managers or team leaders with some experience, this course equips you with the skills to enhance team performance and navigate the unique challenges of hybrid and virtual team management

**Why Attend?**

In today's complex work environment, successful team management goes beyond traditional approaches. This course prepares you to lead with impact, navigate hybrid team dynamics, and ensure that each team member's strengths are effectively utilised. You'll leave with the tools to build trust, maintain accountability, and drive high performance in a way that aligns with your organisational goals.

**What makes this course stand out?**

- Comprehensive and practical: covering everything from self-awareness to cross-functional collaboration, this course provides tools for real-world team management.
- Hybrid and virtual team focus: learn strategies designed to meet the challenges of managing teams in hybrid and virtual environments.
- Enhanced team collaboration: build a cohesive team where members understand each other's expertise, enabling efficient knowledge sharing and smooth collaboration.
- Empowerment through T-shaped skills: explore T-shaped skills to balance individual expertise with team collaboration.
- Personalised learning: reflect on your strengths and development areas, with guidance for applying insights directly to your team context.

## Who Should Attend

Ideal for managers and team leaders with some experience in managing teams, or those who have attended **MPDSUTM2 Stepping Up to Management** at QA. This course is designed for those looking to enhance their skills in building high-performing teams in today's complex, digital, and hybrid workplace.

Participants should ideally have completed a psychometric test (such as**QASDI2RTR Core Strengths: Results through Relationships®**) or have a good understanding of their strengths and development areas as a manager. Bringing relevant assessments to the workshop is recommended for a more tailored learning experience.

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## What You Will Learn

By the end of this course, you will be able to:

- Define how your strengths contribute to building high-performing teams.
- Balance technical expertise and collaboration to drive team success.
- Create a team charter with shared purpose, values, and behaviours.
- Explore team stages and leadership styles to adapt to the team and situation.
- Align formal and informal roles to boost collaboration and cohesion.
- Build strategies for delegation and accountability to promote team ownership.
- Use targeted team interventions to build cohesion and drive innovation.
- Evaluate digital tools to enhance communication and collaboration.
- Strengthen cross-team collaboration and reduce organisational silos.
- Plan for organisational changes while maintaining team alignment.
- Map skills to address gaps and prepare for future challenges.
- Develop a feedback-driven plan to sustain team growth and impact.

## Outline

**Day 1: Managing Yourself – Building the Foundation**

1. Understanding your impact: Leveraging strengths

- Explore how your personal strengths and context contribute to building and managing high-performing teams.

2. T-shaped skills: Balancing expertise with collaboration

- Analyse the balance of technical expertise and collaborative skills needed to drive team success.

3. Building the foundations: Establishing shared purpose & values

- Create a team charter that defines shared purpose, core values, and aligned behaviours.

4. Building strong teams: Exploring concepts

- Apply flexible leadership styles to adapt to team development stages and enhance team performance.

**Day 2: Managing Teams – Driving Performance**

5. Establishing role clarity and expectations

- Identify and align formal and informal team roles to improve collaboration and accountability.

6. Empowering your team: Delegation and accountability

- Develop strategies for effective delegation and accountability, promoting team growth and ownership.

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7. Conflict to opportunity: Team development for innovation

- Transform conflict into opportunities for team development and innovation using structured approaches.

8. Digital tools: Enhancing collaboration and productivity

- Evaluate digital tools to improve team communication, collaboration, and accountability.

**Day 3: Managing in the Modern Workplace – Looking Forward**

9. Cross-functional collaboration: Breaking down silos

- Design strategies to improve collaboration across teams and reduce organisational silos.

10. Embracing change with resilience and unity

- Create actionable plans to navigate organisational changes while maintaining team cohesion.

11. Building a future-ready team: Developing talent and shaping skills

- Map current and future team skills to address gaps and prepare for evolving challenges.

12. Your path forward: Sustaining growth and impact

- Develop a feedback-driven legacy plan to sustain team growth and long-term impact.