# High-Performance Team Collaboration and Synergy Training Course



28 Dec 2026 - 01 Jan 2027

Lisbon

4500 € (Per Person)

Ref: #IS4442_162213

## Course Introduction / Overview:

In today's interconnected and fast-paced business environment, the success of any organization hinges not just on individual talent but on the ability of teams to achieve a state of synergy, where the collective output far exceeds the sum of individual contributions. This course delves deep into the science and art of building and sustaining high-performance teams. Drawing upon foundational concepts from organizational psychology and leadership studies, we explore the intricate dynamics that foster true collaboration. We will reference the influential work of Patrick Lencioni and his seminal book, "The Five Dysfunctions of a Team," to understand the common pitfalls that prevent teams from reaching their potential, such as the absence of trust and fear of conflict. This program, offered by BIG BEN Training Center, is meticulously designed to move beyond theoretical models by providing practical frameworks and actionable strategies. Participants will learn to cultivate an environment of psychological safety, enhance communication, navigate conflicts constructively, and align team members around a shared vision and purpose, ultimately transforming a group of individuals into a cohesive, high-performing unit that drives innovation and achieves exceptional results.

## Target Audience / This training course is suitable for:

- Team Leaders and Supervisors.
- Project Managers and Program Managers.
- Department Heads and Functional Managers.
- Scrum Masters and Agile Coaches.
- Human Resources Professionals.
- Product Owners and Development Team Members.
- Executives and Senior Leaders seeking to foster a collaborative culture.
- Any professional working within a team-based project environment.

## Target Sectors and Industries:

- Information Technology and Software Development.
- Healthcare and Pharmaceutical.
- Banking, Finance, and Insurance.
- Engineering and Manufacturing.
- Telecommunications.
- Consulting and Professional Services.
- Government Agencies and Public Sector Organizations.
- Retail and Consumer Goods.

## Target Organizations Departments:

- Human Resources and Talent Development.
- Project Management Office (PMO).
- Operations and Production.
- Research and Development (R&D).
- Marketing and Sales.
- Customer Service and Support.
- Information Technology (IT).
- Finance and Accounting.

## Course Offerings:

By the end of this course, the participants will have able to:

- Diagnose the current stage of team development and apply appropriate leadership strategies.
- Implement frameworks to build foundational trust and psychological safety within a team.
- Master advanced communication techniques for clear, concise, and empathetic interaction.
- Facilitate constructive conflict resolution to transform disagreements into innovation.
- Establish clear roles, responsibilities, and a culture of mutual accountability.
- Develop and implement effective team decision-making processes.
- Lead and motivate teams to achieve a state of synergy and peak performance.
- Apply strategies for managing and enhancing collaboration in remote and hybrid teams.
- Utilize performance metrics to track team progress and foster continuous improvement.

## Course Methodology:

The training methodology for this course at BIG BEN Training Center is designed to be highly interactive, experiential, and immediately applicable to the participant's work environment. We believe that deep learning occurs through doing, reflecting, and collaborating. The program moves beyond traditional lectures to create an immersive learning journey. Sessions will be built around a blend of expert-led instruction, real-world case study analysis, and dynamic group discussions that encourage the sharing of diverse perspectives. A significant portion of the course is dedicated to hands-on activities, including role-playing scenarios that simulate common team challenges, such as conflict negotiation and feedback delivery. Participants will work in small groups on collaborative projects, allowing them to practice and refine the principles of synergy and high-performance teamwork in a supportive setting. Continuous feedback from both the facilitator and peers is a core component, ensuring that participants can identify areas for growth and build confidence in their new skills. This practical, engaging approach ensures that learning is not only retained but also effectively transferred back to the workplace.

## Course Agenda (Course Units):

### Unit One: Foundations of High-Performance Teams

- Defining a team versus a group of individuals.
- Understanding the key characteristics of high-performance teams.
- Exploring Tuckman's stages of group development (Forming, Storming, Norming, Performing).
- Analyzing Patrick Lencioni's "The Five Dysfunctions of a Team".
- The critical role of a shared vision, mission, and purpose.
- Developing a team charter and establishing ground rules.
- Setting clear and compelling team goals and objectives.

### Unit Two: The Psychology of Team Synergy

- Building a foundation of trust and vulnerability.
- The concept and importance of psychological safety in teams.
- Understanding different team roles and personality types (e.g., Belbin Team Roles).
- Managing team dynamics and interpersonal relationships.
- Leveraging diversity as a catalyst for innovation and problem-solving.
- Developing emotional intelligence for effective teamwork.
- Strategies for fostering a positive and inclusive team culture.

### Unit Three: Communication and Constructive Conflict

- The art of active listening and powerful questioning.
- Providing and receiving constructive feedback effectively.
- Techniques for clear and persuasive communication.
- Navigating difficult conversations with confidence and empathy.
- Understanding the sources and types of team conflict.
- Transforming conflict into a productive force for growth.
- Consensus-building and collaborative decision-making techniques.

### Unit Four: Driving Performance and Accountability

- Aligning individual roles with overall team goals.
- Implementing frameworks like OKRs (Objectives and Key Results) for teams.
- Creating a culture of ownership and mutual accountability.
- Conducting effective and engaging team meetings.
- Problem-solving and root cause analysis methodologies.
- Celebrating successes and learning from failures as a team.
- Measuring team effectiveness and key performance indicators (KPIs).

### Unit Five: Advanced Leadership for Sustaining Synergy

- Leadership styles that foster collaboration and empowerment.
- Coaching and mentoring team members for growth.
- Managing and motivating remote and hybrid teams effectively.
- Leveraging technology to enhance team collaboration.
- Strategies for preventing team burnout and maintaining momentum.
- Building resilience and adaptability in the face of change.
- Creating a roadmap for continuous team improvement and development.

## FAQ:

### Qualifications required for registering to this course?

There are no requirements.

### How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

## Something to think about:

How can a team maintain peak synergy when its core objectives or members change unexpectedly?

## What unique qualities does this course offer compared to other courses?

This course distinguishes itself by moving beyond surface-level team-building activities to address the core psychological and behavioral underpinnings of high-performance collaboration. While many programs focus on project management tools or process frameworks, our curriculum prioritizes the development of a "synergistic mindset." We delve into the nuanced dynamics of trust, psychological safety, and constructive conflict, equipping participants with the sophisticated interpersonal skills necessary to navigate complex team environments. The methodology is deeply rooted in experiential learning, using realistic simulations and case studies that mirror the challenges participants face in their own organizations. Rather than simply presenting theories, we facilitate a process of discovery where participants internalize principles like those from Lencioni's work and learn to apply them contextually. The emphasis is on building sustainable habits of communication, accountability, and mutual respect that transform team culture from the inside out. Participants will leave not just with new knowledge, but with a profound understanding of how to architect and lead teams that consistently achieve collective excellence.