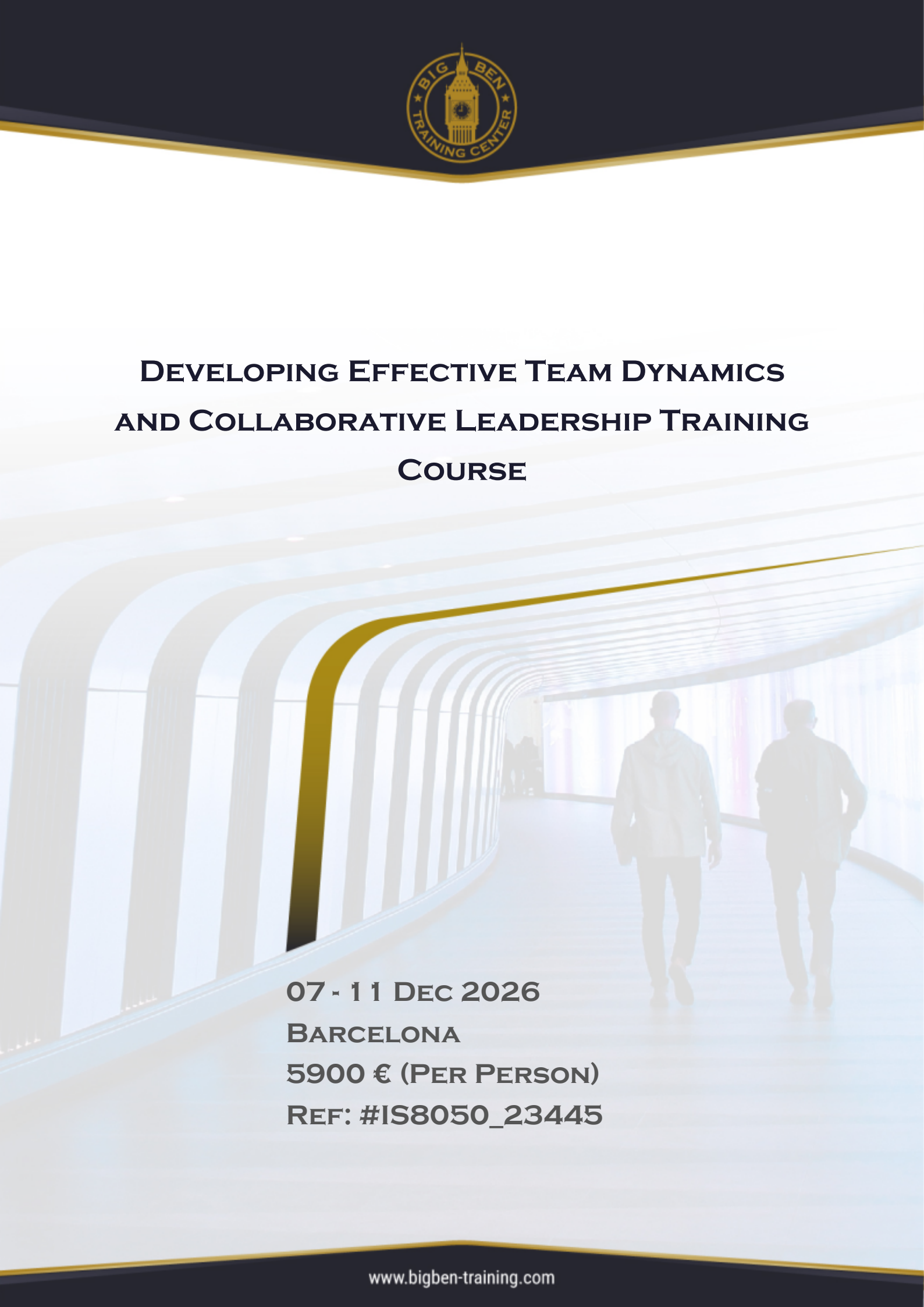
Developing Effective Team Dynamics and Collaborative Leadership Training Course



07 - 11 Dec 2026

Barcelona

5900 € (Per Person)

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Course Introduction / Overview:

This comprehensive training course, offered by BIG BEN Training Center, delves into the critical aspects of developing effective team dynamics and fostering collaborative leadership within any organizational setting. In today's rapidly evolving business landscape, the ability to build high-performing teams and lead them collaboratively is paramount for sustained success and innovation. This course explores foundational concepts of team dynamics, moving through strategies for enhancing team cohesion, improving team communication, and resolving team conflict effectively. Participants will gain insights into the psychological safety in teams, a concept championed by researchers like Amy Edmondson, and learn how to cultivate environments where team members feel safe to contribute. We will examine various team development models and practical approaches to team performance improvement. The program also focuses on the nuances of collaborative leadership, emphasizing empowering team members, building trust in leadership, and facilitating team innovation. Drawing inspiration from thought leaders such as Patrick Lencioni, author of "The Five Dysfunctions of a Team," this course provides actionable frameworks to overcome common team challenges and unlock collective potential. It is designed to equip leaders with the strategic leadership development and influential leadership techniques necessary to navigate complex team environments, including virtual team management and cross-functional team dynamics, ensuring robust team productivity enhancement and organizational growth.

Target Audience / This training course is suitable for:

- Team Leaders.
- Project Managers.
- Department Heads.
- Supervisors.
- Mid-level Managers.
- Senior Managers.
- Aspiring Leaders.
- Human Resources Professionals.
- Organizational Development Specialists.
- Anyone involved in leading or managing teams.

Target Sectors and Industries:

- Technology and IT Services.
- Manufacturing and Production.
- Healthcare and Pharmaceuticals.
- Financial Services and Banking.
- Consulting and Professional Services.
- Retail and Consumer Goods.
- Education and Academia.
- Non-Profit Organizations.
- Government Agencies and Equivalents.
- Energy and Utilities.
- Telecommunications.
- Logistics and Supply Chain.

Target Organizations Departments:

- Operations Department.
- Human Resources Department.
- Project Management Office.
- Research and Development Department.
- Sales and Marketing Department.
- Customer Service Department.
- IT Department.
- Finance Department.
- Strategy and Planning Department.
- Product Development Department.
- Quality Assurance Department.

Course Offerings:

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

- Analyze and improve existing team dynamics and structures.
- Implement strategies for building high-performing teams and fostering team cohesion.
- Apply collaborative leadership skills to empower team members and enhance team productivity.
- Develop effective team communication strategies and conflict resolution techniques.
- Cultivate psychological safety in teams to encourage open dialogue and innovation.
- Lead diverse and cross-functional teams towards shared goals and objectives.
- Facilitate team innovation and creativity within their organizations.
- Measure team performance and implement continuous improvement initiatives.
- Adapt leadership styles to effectively manage virtual and distributed teams.
- Build trust and rapport within their teams through ethical leadership practices.
- Design and execute team building activities that strengthen team bonds.
- Formulate personal action plans for ongoing leadership development and team effectiveness.

Course Methodology:

This intensive training course by BIG BEN Training Center employs a highly interactive and practical methodology designed to maximize learning and retention. The approach integrates a blend of theoretical frameworks with real-world application, ensuring participants can immediately apply new skills in their professional environments. The methodology includes dynamic group discussions, allowing for the sharing of diverse perspectives and experiences on team collaboration strategies and leadership challenges. Extensive use of case studies will provide participants with opportunities to analyze complex scenarios related to team conflict resolution, team development models, and collaborative leadership principles, fostering critical thinking and problem-solving abilities. Role-playing exercises will simulate real-life team interactions, enabling participants to practice effective team communication, influential leadership techniques, and conflict management for leaders in a safe and constructive setting. Team-based projects will encourage participants to work collaboratively, applying concepts such as building high-performing teams and fostering team cohesion. Interactive activities and practical exercises will reinforce learning, focusing on areas like empowering team members and facilitating team innovation. Continuous feedback sessions, both peer-to-peer and instructor-led, will provide personalized insights and guidance, supporting individual growth in leadership competencies training and team effectiveness. This comprehensive methodology ensures a rich and engaging learning experience, preparing participants to excel in developing effective team dynamics and collaborative leadership.

Course Agenda (Course Units):

Unit One: Foundations of Team Dynamics

- Understanding team types and structures.
- The stages of team development (Tuckman's model).
- Importance of psychological safety in teams.
- Assessing individual roles and contributions within a team.
- Effective team communication strategies.
- Building trust and rapport among team members.
- Analyzing team strengths and weaknesses.

Unit Two: Building High-Performance Teams

- Setting clear team goals and objectives.
- Developing a shared vision and purpose.
- Strategies for fostering team cohesion.
- Enhancing team decision-making processes.
- Leveraging diversity for team innovation.
- Measuring and improving team performance.
- Creating a culture of accountability and ownership.

Unit Three: Collaborative Leadership Principles

- Defining collaborative leadership and its impact.
- Key attributes of a collaborative leader.
- Empowering team members and delegation skills.
- Facilitating open dialogue and active listening.
- Building influential leadership techniques.
- Coaching and mentoring for team development.
- Ethical leadership practices in team environments.

Unit Four: Leading for Team Innovation and Conflict Resolution

- Fostering a culture of innovation and creativity.
- Techniques for facilitating brainstorming sessions.
- Understanding sources of team conflict.
- Effective conflict resolution strategies for leaders.
- Negotiation skills for team leaders.
- Managing difficult conversations within teams.
- Promoting constructive feedback and continuous improvement.

Unit Five: Sustaining Team Excellence and Future Leadership

- Strategies for sustaining high team performance.
- Adapting to change and building team resilience.
- Leading virtual and distributed teams effectively.
- Developing future leaders within the team.
- Strategic planning for long-term team success.
- Evaluating leadership impact on team dynamics.
- Personal action planning for continuous leadership growth.

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:

In what ways can a leader intentionally cultivate an environment of psychological safety that encourages both radical candor and innovative risk-taking within a diverse team?

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

This training course distinguishes itself through its holistic and deeply practical approach to developing effective team dynamics and collaborative leadership. Unlike programs that merely touch upon leadership theories, this course by BIG BEN Training Center integrates cutting-edge research on team effectiveness with actionable strategies for real-world application. We move beyond generic team building activities to delve into the intricate psychology of high-performing teams, emphasizing the critical role of psychological safety in teams and its impact on innovation. Participants will not just learn about collaborative leadership skills; they will actively practice empowering team members, mastering influential leadership techniques, and implementing robust team conflict resolution strategies. The curriculum is meticulously designed to address contemporary challenges, including leading diverse teams and virtual team management, ensuring relevance in today's globalized workplace. We focus on fostering team cohesion and enhancing team decision-making processes through practical frameworks, rather than just theoretical discussions. The course provides a unique blend of strategic leadership development and hands-on exercises, enabling participants to build trust in leadership and drive sustainable team performance improvement. By focusing on insights and practical examples, this program equips leaders with the profound understanding and tools necessary to transform their teams into truly collaborative and high-achieving units, setting a new standard for leadership and management training.