Leading High-Performance Teams for Maximum Productivity Training Course



07 - 11 Dec 2026

Casablanca

4500 € (Per Person)

Ref: #LE4270_256851

Course Introduction / Overview:

This intensive training course is designed to transform managers into exceptional leaders capable of building and sustaining high-performance teams. In today's competitive landscape, the ability to cultivate a team that consistently exceeds expectations is no longer a luxury but a necessity for organizational success. This program moves beyond traditional management theories to provide practical, actionable strategies for maximizing team productivity, engagement, and innovation. Drawing on foundational concepts from experts like J. Richard Hackman, a pioneer in team effectiveness, and insights from influential works such as "The Five Dysfunctions of a Team" by Patrick Lencioni, participants will explore the intricate dynamics of team performance. At BIG BEN Training Center, we have developed a curriculum that addresses the complete lifecycle of a high-performance team, from establishing a compelling vision and fostering psychological safety to implementing robust performance management systems and navigating complex interpersonal challenges. This course provides a comprehensive toolkit for leaders to unlock the full potential of their teams, drive measurable results, and create a culture of continuous improvement and collaborative excellence. Participants will leave equipped not just with knowledge, but with the confidence to apply these principles immediately within their own work environments.

Target Audience / This training course is suitable for:

- Team Leaders and Supervisors.
- Department Heads and Managers.
- Project Managers and Program Managers.
- Executives and Senior Leaders.
- Human Resources Professionals.
- Aspiring and newly appointed managers.
- Scrum Masters and Agile Coaches.

Target Sectors and Industries:

- Information Technology and Software Development.
- Healthcare and Pharmaceuticals.
- Banking, Finance, and Insurance.
- Engineering and Manufacturing.
- Telecommunications.
- Retail and Consumer Goods.
- Professional Services and Consulting.
- Governmental bodies and public sector organizations.

Target Organizations Departments:

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

Course Offerings:

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

- Develop a clear and compelling vision to align team efforts and motivation.
- Implement strategies to foster psychological safety and a culture of trust.
- Master effective communication techniques for feedback, delegation, and conflict resolution.
- Apply proven goal-setting frameworks like OKRs and SMART goals to drive performance.
- Analyze team dynamics and intervene effectively to enhance collaboration.
- Coach and mentor team members to unlock their individual and collective potential.
- Lead teams through periods of organizational change with resilience and clarity.
- Utilize data and key performance indicators to measure and improve team productivity.
- Facilitate highly effective and efficient team meetings and decision-making processes.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and centered on practical application. We believe that true learning occurs when theoretical concepts are directly linked to real-world challenges. This course utilizes a blended approach that includes expert-led presentations, dynamic group discussions, and interactive Q&A sessions to build a strong foundational knowledge. A significant portion of the training is dedicated to hands-on activities, such as role-playing scenarios for conflict resolution and feedback delivery, and collaborative problem-solving workshops. Participants will analyze in-depth case studies of successful and unsuccessful teams to extract critical lessons. Team-based exercises will simulate real-world projects, requiring participants to apply concepts of goal setting, role clarification, and process improvement in a controlled environment. Continuous feedback from both the instructor and peers is a core component, ensuring a supportive and constructive learning atmosphere. This immersive approach guarantees that participants not only understand the principles of leading high-performance teams but also develop the practical skills and confidence to implement them effectively in their workplace.

Course Agenda (Course Units):

Unit One Foundations of High-Performance Teams

- Defining a high-performance team versus a standard work group.
- The five dysfunctions of a team and strategies to overcome them.
- Tuckman's stages of group development: Forming, Storming, Norming, Performing.
- The critical role of psychological safety in fostering innovation and risk-taking.
- Establishing a compelling team purpose, vision, and mission.
- Clarifying roles, responsibilities, and accountability within the team.
- Assessing your current team's performance baseline.

Unit Two The Leader as an Architect of Excellence

- Transitioning from a manager to a high-performance team leader.
- Developing an authentic and adaptive leadership style.
- Mastering the art of active listening and powerful questioning.
- Strategies for building trust and rapport with team members.
- Effective delegation for empowerment and development.
- Communicating expectations with clarity and precision.
- Setting the tone for a positive and productive team culture.

Unit Three Driving Productivity and Achieving Results

- Setting SMART and FAST goals for individual and team alignment.
- Introduction to Objectives and Key Results (OKRs) for ambitious goal setting.
- Implementing effective performance management and review cycles.
- Facilitating efficient and engaging team meetings that drive action.
- Applying structured decision-making models for better outcomes.
- Managing team workload and prioritizing tasks for maximum impact.
- Leveraging technology and tools to enhance team collaboration and productivity.

Unit Four Navigating Team Dynamics and Conflict

- Understanding and managing different personality types and work styles.
- Proactive strategies for identifying and resolving team conflicts.
- Delivering constructive feedback that inspires growth, not defensiveness.
- Receiving feedback with grace and a commitment to improvement.
- Managing difficult conversations and challenging team members.
- Leading a team effectively through organizational change and uncertainty.
- Building team resilience and a positive approach to setbacks.

Unit Five Sustaining and Scaling High Performance

- The leader's role as a coach and mentor for long-term development.
- Creating a culture of continuous learning and improvement.
- Recognizing and celebrating individual and team achievements effectively.
- Strategies for onboarding new members into a high-performing team.
- Adapting leadership techniques for remote and hybrid team environments.
- Conducting team health checks and after-action reviews.
- Developing a personal action plan for implementing course learnings.

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 leader effectively balance the drive for immediate results with the long-term investment required to build deep-seated psychological safety and trust within a team?

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

This training course distinguishes itself by moving beyond theoretical frameworks to focus on the practical, day-to-day application of leadership principles in a modern work environment. While many programs discuss the "what" of high-performance teams, our curriculum is meticulously designed to master the "how". We emphasize the development of situational leadership skills, enabling participants to adapt their approach to the unique needs of their team and the specific challenges they face, whether they are leading a remote, hybrid, or co-located team. The course integrates a strong focus on the human element of leadership, dedicating significant time to mastering the nuanced arts of communication, conflict resolution, and fostering psychological safety—the foundational bedrock of any truly innovative and resilient team. Rather than just presenting models, we use immersive case studies, role-playing, and peer coaching to build muscle memory for difficult conversations and strategic decisions. This holistic approach, which equally values process efficiency and interpersonal dynamics, ensures that leaders leave not with a notebook full of theories, but with a refined toolkit and the confidence to build a culture of sustained excellence and productivity.