High Impact Leadership and Team Development Training Course



30 Nov - 04 Dec 2026

Madrid

5900 € (Per Person)

Ref: #LE5818_153110

Course Introduction / Overview:

In today's dynamic and competitive business landscape, the dual ability to lead with impact and cultivate high-performing teams is no longer a desirable skill but an absolute necessity for organizational success. This intensive training course is meticulously designed to bridge the gap between leadership theory and practical application, empowering participants to become catalysts for positive change, enhanced productivity, and a thriving workplace culture. Drawing upon foundational concepts from acclaimed thinkers like Daniel Goleman, whose work in "Primal Leadership: Unleashing the Power of Emotional Intelligence" highlights the profound connection between a leader's emotional intelligence and team performance, this program offers a comprehensive roadmap. Participants will explore the core competencies of modern leadership, from strategic communication and influence to effective conflict resolution and change management. BIG BEN Training Center has developed this course to provide actionable strategies and tools that can be immediately implemented to build team cohesion, boost employee engagement, and drive sustainable results, transforming managers into truly inspirational leaders.

Target Audience / This training course is suitable for:

- Newly appointed team leaders and supervisors.
- Experienced managers and department heads seeking to refine their skills.
- Project managers responsible for cross-functional teams.
- Human resources professionals involved in talent development.
- Senior executives aiming to foster a stronger leadership culture.
- Aspiring leaders preparing for future management roles.
- Entrepreneurs and business owners looking to scale their teams effectively.

Target Sectors and Industries:

- Information Technology and Telecommunications.
- Banking, Finance, and Insurance Services.
- Healthcare and Pharmaceutical sectors.
- Engineering, Manufacturing, and Construction.
- Retail and Fast-Moving Consumer Goods (FMCG).
- Hospitality and Tourism.
- Governmental bodies and public sector organizations.
- Non-profit and non-governmental organizations.

Target Organizations Departments:

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

Course Offerings:

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

- Develop a compelling leadership vision and communicate it with clarity and impact.
- Apply emotional intelligence principles to enhance team motivation and engagement.
- Implement proven strategies to build and sustain high-performing, cohesive teams.
- Master effective communication, coaching, and feedback techniques.
- Navigate and resolve team conflicts constructively to foster a collaborative environment.
- Delegate tasks effectively to empower team members and drive accountability.
- Lead organizational change with confidence and strategic foresight.
- Foster a culture of innovation, psychological safety, and continuous improvement.

Course Methodology:

This training course from BIG BEN Training Center employs a highly interactive and experiential learning methodology to ensure maximum knowledge retention and practical application. We move beyond traditional lectures to create a dynamic environment where participants actively engage with the material. The program is built on a foundation of real-world case studies, allowing attendees to analyze complex leadership and team challenges in a controlled setting. A significant portion of the training is dedicated to group discussions, collaborative problem-solving exercises, and role-playing scenarios that simulate authentic workplace situations. Participants will benefit from self-assessment tools to gain deeper insight into their own leadership styles and receive constructive peer and facilitator feedback. This blended approach ensures that participants not only understand the theories of high-impact leadership and team development but also leave with the confidence and skills to apply these powerful concepts immediately within their own organizations, driving tangible improvements in performance and culture.

Course Agenda (Course Units):

Unit One Foundations of High-Impact Leadership

- Defining your personal leadership philosophy and authentic style.
- The evolution of leadership from authority to influence.
- Assessing your leadership strengths and areas for development.
- The critical role of emotional intelligence in effective leadership.
- Developing self-awareness and self-regulation for improved decision-making.
- Strategies for building authenticity and establishing trust with your team.
- Crafting and communicating a clear and compelling team vision.

Unit Two Building and Nurturing High-Performing Teams

- Understanding the stages of team development using Tuckman's Model.
- Defining clear roles and responsibilities to enhance accountability.
- Techniques for fostering psychological safety and open communication.
- Practical strategies for building a cohesive and collaborative team culture.
- Leveraging team diversity as a strategic advantage for innovation.
- Establishing effective team norms, ground rules, and operating rhythms.
- Tools for assessing team health and diagnosing performance issues.

Unit Three Strategic Communication, Coaching, and Influence

- Mastering the art of active listening and asking powerful questions.
- Delivering constructive and motivational feedback that inspires growth.
- Applying coaching principles to unlock potential and develop talent.
- Adapting your communication style for different personalities and situations.
- Techniques for influencing stakeholders without relying on formal authority.
- Conducting impactful team meetings that drive clear actions and outcomes.
- Communicating organizational strategy with clarity and conviction.

Unit Four Driving Performance and Navigating Conflict

- Setting SMART goals and aligning team objectives with organizational priorities.
- Effective delegation techniques for empowering team members and fostering ownership.
- Conducting meaningful performance conversations and ongoing check-ins.
- Exploring intrinsic and extrinsic motivational strategies for teams.
- Identifying the root causes and early warning signs of team conflict.
- Applying proven conflict resolution models to find win-win solutions.
- Mediating disputes and fostering a resolution-oriented team mindset.

Unit Five Leading Through Change and Fostering Innovation

- Understanding the human psychology behind resistance to change.
- Applying change management frameworks like Kotter's 8-Step Process.
- Communicating change effectively to build buy-in and minimize disruption.
- Building personal and team resilience during times of uncertainty.
- Creating an environment that encourages creativity and calculated risk-taking.
- Facilitating brainstorming sessions that generate actionable ideas.
- Developing future-ready leadership competencies for a dynamic world.

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 authentically balance the drive for results with the genuine well-being and psychological safety of their team members in a high-pressure environment?

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

This course distinguishes itself through its integrated and holistic approach, recognizing that exceptional leadership and high-performing teams are two sides of the same coin. Unlike programs that treat these as separate subjects, we weave them together in every module, demonstrating how a leader's every action directly impacts team dynamics, culture, and outcomes. The curriculum prioritizes practical application over abstract theory, utilizing a case-study-based methodology that immerses participants in realistic challenges they face daily. We focus on developing actionable strategies and transferable skills, ensuring that attendees leave not just with knowledge, but with a clear toolkit they can implement immediately. Furthermore, the course content is firmly rooted in contemporary leadership challenges, addressing crucial topics such as leading remote and hybrid teams, fostering diversity and inclusion, and building resilience in the face of constant change. This focus on modern relevance ensures the learning is not only impactful but also sustainable, equipping leaders to thrive in the complexities of today's and tomorrow's workplace.