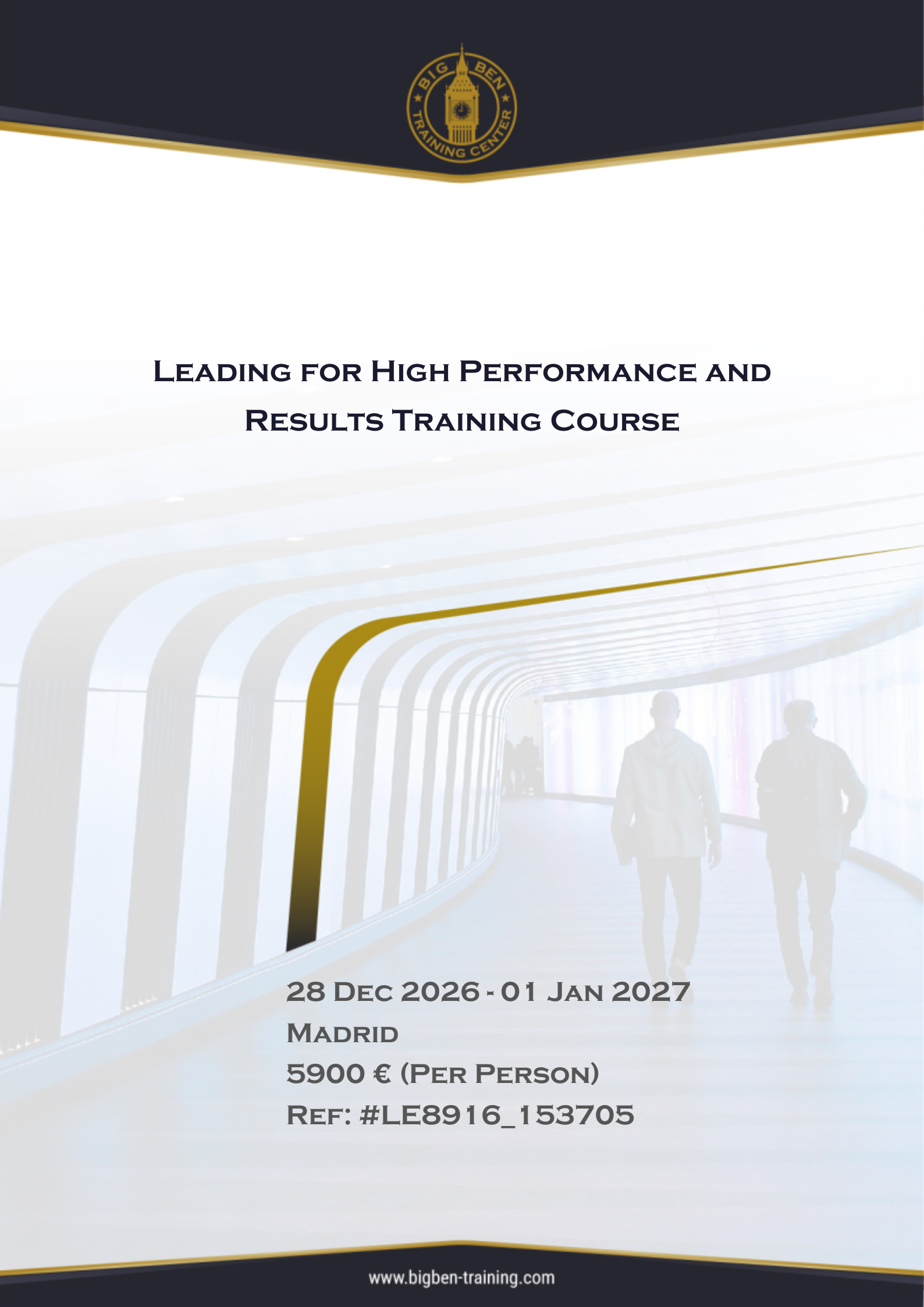
Leading for High Performance and Results Training Course



28 Dec 2026 - 01 Jan 2027

Madrid

5900 € (Per Person)

Ref: #LE8916_153705

Course Introduction / Overview:

This intensive training course is designed to transform managers into exceptional leaders who can drive measurable success and cultivate a culture of high performance. In today's competitive landscape, the ability to translate strategy into tangible outcomes is paramount. This program moves beyond theoretical concepts to provide a practical framework for results-oriented management. Participants will explore the critical link between leadership effectiveness, employee engagement, and organizational performance. Drawing on foundational management principles from thinkers like Peter Drucker, particularly ideas from his seminal work "The Practice of Management," this course emphasizes that effective leadership is a learned discipline. BIG BEN Training Center has developed this curriculum to equip leaders with the tools for strategic execution, performance coaching, and data-driven decision making. The course will guide you through setting clear objectives, implementing robust performance metrics like KPIs and OKRs, and fostering an environment of accountability and continuous improvement. It is a comprehensive journey for any leader committed to not just managing, but truly inspiring their teams to achieve and exceed their goals consistently.

Target Audience / This training course is suitable for:

- Team Leaders and Supervisors.
- Department Heads and Managers.
- Project and Program Managers.
- Executives and Senior Leaders.
- Human Resources and L&D Professionals.
- Aspiring managers and future leaders.
- Business owners and entrepreneurs.

Target Sectors and Industries:

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

Target Organizations Departments:

- Operations and Production.
- Sales and Business Development.
- Human Resources and Talent Management.
- Project Management Office (PMO).
- Customer Service and Support.
- Finance and Accounting.
- Marketing and Communications.

Course Offerings:

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

- Develop a clear leadership vision focused on achieving tangible results.
- Implement strategic goal-setting frameworks like OKRs and SMART goals.
- Master the use of Key Performance Indicators (KPIs) to track progress.
- Build and lead high-performance teams through effective motivation and engagement.
- Conduct powerful performance coaching and feedback sessions.
- Foster a culture of accountability and ownership within their teams.
- Utilize data to make informed decisions and drive continuous improvement.
- Lead change initiatives effectively to enhance organizational performance.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, practical, and participant-centered. We believe that adult learning is most effective when it combines new knowledge with immediate application and reflection. This course utilizes a blended approach, incorporating expert-led presentations on core concepts of performance leadership and results-driven management. These sessions are complemented by dynamic group discussions, allowing participants to share experiences and perspectives. A significant portion of the program is dedicated to hands-on learning through practical exercises, business simulations, and in-depth case study analysis of real-world leadership challenges. Participants will work in teams to solve problems, develop strategic plans, and practice coaching and feedback techniques in a supportive environment. Role-playing scenarios will be used to build confidence in handling difficult conversations and managing team dynamics. Continuous feedback from the facilitator and peers is a key component, ensuring that participants can refine their skills throughout the five days. This immersive approach guarantees that learning is not just theoretical but is directly transferable to the participant's workplace.

Course Agenda (Course Units):

Unit One: Foundations of Results-Driven Leadership

- The shift from managing activities to leading for results.
- Defining high-performance culture and its key drivers.
- Core competencies of a results-oriented leader.
- Understanding the psychology of motivation and employee engagement.
- Linking individual performance to organizational strategy.
- The role of emotional intelligence in performance leadership.
- Conducting a self-assessment of your leadership style.

Unit Two: Strategic Goal Setting and Performance Metrics

- Translating strategic vision into actionable operational goals.
- The art of crafting SMART (Specific, Measurable, Achievable, Relevant, Time-bound) objectives.
- Implementing Objectives and Key Results (OKRs) for strategic alignment.
- Developing meaningful Key Performance Indicators (KPIs) for teams and individuals.
- Cascading goals effectively throughout the organization.
- Creating dashboards and visual tools to monitor performance.
- Avoiding common pitfalls in goal setting and measurement.

Unit Three: Building and Leading High-Performance Teams

- Principles of recruiting and selecting top talent.
- Effective onboarding for rapid productivity and integration.
- Delegating tasks for empowerment and development.
- Fostering psychological safety and trust within the team.
- Managing team dynamics and resolving conflicts constructively.
- Strategies for recognizing and rewarding high performance.
- Building team resilience and adaptability to change.

Unit Four: Performance Coaching, Feedback, and Accountability

- Differentiating between managing, mentoring, and coaching.
- The GROW model for effective performance coaching conversations.
- Techniques for delivering constructive and motivational feedback.
- Handling difficult conversations and managing underperformance.
- Establishing a continuous feedback culture instead of annual appraisals.
- Empowering employees to take ownership of their performance and development.
- Creating a clear framework for accountability and consequences.

Unit Five: Sustaining Results and Leading Change

- Using data analytics to identify performance trends and insights.
- Leading continuous improvement initiatives.
- Principles of effective change management to overcome resistance.
- Developing succession plans and nurturing future leaders.
- Strategies for maintaining momentum and avoiding performance plateaus.
- Building a personal leadership development plan for ongoing growth.
- Final project presentation on implementing a performance initiative.

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 balance the drive for immediate results with the long-term need for sustainable team well-being and innovation?

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

This course distinguishes itself by moving beyond the conventional focus on performance metrics and management tools. Its unique quality lies in the deep integration of strategic execution with the human dynamics of leadership. While other programs may teach you how to set a KPI, this course teaches you how to inspire a team to own that KPI. It emphasizes the psychological principles behind motivation and engagement, providing leaders with the nuanced skills required to build a culture of intrinsic accountability, not just compliance. We focus on developing a coaching mindset, transforming managers from taskmasters into developers of talent. The curriculum is built on a foundation of practical application, using extensive case studies and role-playing scenarios that mirror the complex realities of the modern workplace. Rather than simply presenting theories, the course forces participants to apply them, debate them, and adapt them to their specific contexts. The emphasis is on creating sustainable, long-term performance improvements by fostering leadership that is both data-informed and people-centric, a combination essential for thriving in today's dynamic business environment.