High-Performance Leadership and Talent Development Training Course



30 Nov - 04 Dec 2026

Düsseldorf

5900 € (Per Person)

Ref: #MA6261_192233

Course Introduction / Overview:

This intensive training course is designed to equip leaders with the essential skills to build, manage, and sustain high-performance teams while strategically developing organizational talent. In today's competitive landscape, the ability to cultivate a culture of excellence is no longer a luxury but a necessity for survival and growth. This program moves beyond traditional management theories to provide a holistic framework for modern leadership. Drawing on foundational concepts from acclaimed authors like Patrick Lencioni, particularly his work in "The Five Dysfunctions of a Team," participants will explore the intricate dynamics of team cohesion and performance. The curriculum focuses on practical, actionable strategies for identifying potential, nurturing skills, and aligning individual growth with organizational objectives. At BIG BEN Training Center, we have crafted this course to bridge the gap between theoretical knowledge and real-world application, ensuring that leaders can foster an environment where both teams and individuals thrive, driving measurable results and long-term success through effective talent development and inspirational leadership.

Target Audience / This training course is suitable for:

- Team Leaders and Supervisors.
- Department Managers and Directors.
- Human Resources Professionals and Business Partners.
- Project Managers and Program Leaders.
- Executives and Senior Leadership.
- Talent Management and Organizational Development Specialists.
- Aspiring managers and individuals on a leadership track.

Target Sectors and Industries:

- Technology and Information Technology.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Telecommunications.
- Government Agencies and Public Sector Organizations.
- Consulting and Professional Services.

Target Organizations Departments:

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

Course Offerings:

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

- Develop a clear vision and strategy for building high-performance teams.
- Implement effective talent identification and succession planning processes.
- Master advanced coaching, mentoring, and feedback delivery techniques.
- Design and execute impactful employee development programs.
- Enhance team collaboration, communication, and conflict resolution skills.
- Foster a culture of continuous improvement and high employee engagement.
- Utilize performance metrics to drive team effectiveness and accountability.
- Lead organizational change with confidence and strategic foresight.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, engaging, and practical, ensuring that participants can immediately apply their learning in the workplace. We employ a blended learning approach that combines expert-led presentations with a variety of hands-on activities. The course heavily features in-depth case studies of real-world business scenarios, allowing participants to analyze complex leadership and talent challenges and develop viable solutions. Group discussions and collaborative workshops encourage peer-to-peer learning and the exchange of diverse perspectives. Role-playing exercises will be used to practice crucial skills such as performance coaching, delivering constructive feedback, and conflict mediation in a safe and supportive environment. Participants will also engage in creating personal development plans and team action strategies. Continuous feedback from the facilitator and peers is a core component, ensuring a rich and developmental learning experience that goes beyond theory to build tangible leadership competencies.

Course Agenda (Course Units):

Unit One: The Foundations of High-Performance Leadership

- Defining the modern high-performance leader.
- Understanding different leadership styles and their impact on teams.
- The psychology of team dynamics and motivation.
- Establishing a compelling vision and mission for your team.
- Core principles of emotional intelligence in leadership.
- Linking leadership strategy to organizational goals.
- Self-assessment of personal leadership strengths and weaknesses.
- The leader's role in shaping a high-performance culture.

Unit Two: Building and Nurturing High-Performance Teams

- Recruitment strategies for attracting top talent.
- The art of effective onboarding for new team members.
- Setting clear roles, responsibilities, and performance expectations.
- Fostering psychological safety and trust within the team.
- Techniques for enhancing team communication and collaboration.
- Conducting productive and engaging team meetings.
- Managing team dynamics and navigating different personalities.
- Celebrating success and learning from failure as a team.

Unit Three: Strategic Talent Development and Management

- Identifying high-potential employees and future leaders.
- Creating personalized and effective employee development plans.
- Fundamentals of succession planning and building a talent pipeline.
- Designing and implementing impactful mentoring and coaching programs.
- Leveraging performance appraisals for genuine growth.
- Strategies for retaining top talent and reducing turnover.
- Aligning individual career aspirations with business needs.
- Competency mapping and skills gap analysis.

Unit Four: Advanced Leadership: Coaching, Engagement, and Conflict Resolution

- The GROW model and other effective coaching frameworks.
- Mastering the art of giving and receiving constructive feedback.
- Strategies for driving and measuring employee engagement.
- Understanding the root causes of workplace conflict.
- Techniques for mediating disputes and finding win-win solutions.
- Leading difficult conversations with confidence and empathy.
- Empowering employees through delegation and autonomy.
- Building resilience in teams to navigate challenges and change.

Unit Five: Sustaining Excellence and Leading Organizational Growth

- Developing a culture of continuous learning and improvement.
- Leading and managing organizational change effectively.
- Using data and analytics to measure team and individual performance.
- Strategic workforce planning for future business needs.
- Communicating strategic initiatives to inspire buy-in.
- Fostering innovation and creativity within the team.
- Developing a personal action plan for ongoing leadership development.
- Final project presentation on a team or talent development 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:

In an era of rapid technological change and remote work, how must traditional models of talent development evolve to cultivate leaders who can sustain high performance in distributed, agile teams?

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

This course distinguishes itself by offering a deeply integrated approach that holistically combines the science of team dynamics with the art of strategic talent development. Unlike programs that treat these as separate disciplines, we focus on the critical intersection where great leadership builds exceptional teams by nurturing individual potential. The curriculum is built not just on theory but on a foundation of actionable frameworks and practical application, moving beyond buzzwords to provide concrete tools for coaching, engagement, and succession planning. We emphasize the development of a leader's emotional intelligence and adaptability, recognizing that modern challenges require more than just technical management skills. The course content is dynamic, incorporating contemporary case studies relevant to today's global business environment, including the complexities of managing remote and hybrid teams. Participants leave not with a static set of instructions, but with a strategic mindset and a personalized action plan, enabling them to foster a sustainable culture of high performance that aligns directly with their organization's long-term objectives.