Strategic Leadership for High-Performance Teams Training Course



21 - 25 Dec 2026

Milan

5900 € (Per Person)

Ref: #PLA4801_127410

Course Introduction / Overview:

This intensive training course is designed to equip leaders with the essential skills and strategic frameworks required to build, lead, and sustain high-performance teams in today's dynamic business environment. The program moves beyond traditional management theories to explore the intricate dynamics of team cohesion, psychological safety, and strategic alignment. Drawing upon foundational concepts from acclaimed authors like Patrick Lencioni, particularly his influential work "The Five Dysfunctions of a Team", participants will learn to diagnose team health and implement targeted interventions. This course provides a comprehensive roadmap for fostering a culture of accountability, open communication, and continuous improvement. At BIG BEN Training Center, we have developed a curriculum that integrates proven leadership principles with practical, real-world applications. Participants will master the art of setting clear, compelling visions, facilitating effective decision-making, and coaching team members to unlock their full potential, ensuring their teams not only meet but consistently exceed organizational goals and drive sustainable success.

Target Audience / This training course is suitable for:

- Team Leaders and Supervisors.
- Project Managers and Program Managers.
- Department Heads and Directors.
- C-Level Executives and Senior Managers.
- Human Resources and Organizational Development Professionals.
- Aspiring leaders and high-potential employees.
- Entrepreneurs and business owners.

Target Sectors and Industries:

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

Target Organizations Departments:

- Operations and Production.
- Human Resources and Talent Management.
- 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 strategic vision and align team objectives with organizational goals.
- Implement frameworks for building trust and psychological safety within teams.
- Master effective communication and conflict resolution techniques.
- Design and apply robust performance management and feedback systems.
- Utilize advanced coaching and mentoring skills to foster talent development.
- Lead teams effectively through periods of organizational change and uncertainty.
- Enhance team decision-making and problem-solving capabilities.
- Cultivate a culture of accountability, innovation, and continuous improvement.
- Manage the unique dynamics of virtual, hybrid, and cross-functional teams.
- Measure and analyze key performance indicators (KPIs) for team success.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and focused on practical application. We believe that adult learning is most effective when it connects theory to real-world challenges. Therefore, this course heavily emphasizes participant engagement through a blend of expert-led presentations, interactive group discussions, and collaborative workshops. A significant portion of the training will be dedicated to analyzing real-world case studies of high-performance teams, allowing participants to dissect successes and failures in a controlled environment. Role-playing scenarios will be used to practice crucial skills such as conflict resolution, providing constructive feedback, and coaching. Participants will work in small teams on practical exercises that require them to apply the concepts learned to simulated business problems. This hands-on approach ensures that attendees not only understand the strategic frameworks but also gain the confidence to implement them effectively within their own organizations upon completion of the course.

Course Agenda (Course Units):

Unit One: Foundations of High-Performance Teams

- Defining the characteristics of a high-performance team.
- Understanding the stages of team development: forming, storming, norming, performing.
- Establishing clear roles, responsibilities, and accountabilities.
- The leader's role in setting the foundation for success.
- Analyzing team composition and diversity for optimal performance.
- Building a compelling team charter and mission statement.
- Contrasting work groups with genuine teams.

Unit Two: Strategic Vision and Goal Alignment

- The art of crafting and communicating a compelling team vision.
- Translating organizational strategy into actionable team goals.
- Utilizing the SMART framework for effective goal setting.
- Ensuring vertical and horizontal alignment of objectives.
- Techniques for gaining team buy-in and commitment.
- Monitoring progress and adapting goals in a dynamic environment.
- The role of Key Performance Indicators (KPIs) in driving focus.

Unit Three: Cultivating a Culture of Trust and Collaboration

- Exploring the concept of psychological safety as a performance driver.
- Applying Patrick Lencioni's model of the five dysfunctions of a team.
- Strategies for building and rebuilding trust among team members.
- Developing effective communication protocols and feedback loops.
- Mastering constructive conflict resolution techniques.
- Fostering an environment of open dialogue and healthy debate.
- Encouraging shared ownership and mutual support.

Unit Four: Driving Performance and Accountability

- Designing effective performance management systems for teams.
- The principles of providing constructive and motivational feedback.
- Conducting impactful performance reviews and check-ins.
- Developing coaching and mentoring skills to unlock potential.
- Strategies for motivating individuals and the team as a whole.
- Establishing a strong culture of personal and collective accountability.
- Addressing underperformance proactively and effectively.

Unit Five: Leading Modern Teams Through Complexity and Change

- Navigating the challenges of leading virtual and hybrid teams.
- Applying change management principles to guide teams through transitions.
- Fostering innovation and creativity within the team.
- Enhancing team resilience and adaptability.
- Advanced decision-making and problem-solving models for complex situations.
- Future-proofing your team by developing critical skills.
- Creating a personal action plan for sustained leadership effectiveness.

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 ambitious performance targets with the critical need to maintain psychological safety and team well-being?

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

This course distinguishes itself by moving beyond theoretical leadership models to provide a deeply practical and integrated framework for building sustainable high-performance teams. While many programs focus on isolated skills, our curriculum holistically connects strategic vision, team culture, and performance management into a cohesive system. We place a significant emphasis on the nuanced challenges of modern leadership, dedicating substantial content to managing hybrid teams, fostering psychological safety, and leading through constant change—topics often overlooked in traditional courses. The integration of established frameworks, such as Patrick Lencioni's work, is not merely academic; it is used as a diagnostic tool in practical workshops and case studies. Participants will not just learn what high performance looks like; they will actively practice the coaching, conflict resolution, and strategic communication skills required to create it. The focus is on developing leaders who can cultivate an env
ronment where excellence is the natural outcome of a healthy, aligned, and motivated team, ensuring long-term success rather than short-term gains.