Building and Leading High-Performance Project Teams Training Course



14 - 18 Dec 2026

Vienna

5800 € (Per Person)

Ref: #PMP1452_74880

Course Introduction / Overview:

In today's competitive project-driven landscape, the ability to build and lead high-performance teams is no longer a soft skill but a critical determinant of project success. This course provides a comprehensive framework for transforming a group of individuals into a cohesive, motivated, and results-oriented project team. Drawing upon foundational theories of team dynamics, such as the work of J. Richard Hackman on the enabling conditions for team effectiveness, this program moves beyond theoretical knowledge to offer practical, actionable strategies. Participants will explore concepts central to team synergy, similar to those discussed in influential works like Patrick Lencioni's "The Five Dysfunctions of a Team," learning to diagnose and address common pitfalls that hinder team performance. At BIG BEN Training Center, we have designed this training course to equip leaders with the tools to foster psychological safety, establish clear communication channels, manage conflict constructively, and drive collaborative innovation. This immersive experience is tailored to empower project leaders to cultivate an environment where every team member is engaged, accountable, and committed to achieving collective goals, ensuring projects are delivered on time, within budget, and to the highest standard of quality.

Target Audience / This training course is suitable for:

- Project Managers.
- Team Leaders and Supervisors.
- Program Managers.
- Department Heads.
- Scrum Masters and Agile Coaches.
- Product Owners.
- Functional Managers with project responsibilities.
- Aspiring project leaders and senior project team members.
- Project Management Office (PMO) staff.
- Operations Managers.

Target Sectors and Industries:

- Information Technology and Software Development.
- Construction and Engineering.
- Healthcare and Pharmaceuticals.
- Banking, Finance, and Insurance.
- Telecommunications.
- Manufacturing and Industrial.
- Consulting Services.
- Government agencies and public sector organizations.
- Energy and Utilities.
- Retail and E-commerce.

Target Organizations Departments:

- Project Management Office (PMO).
- Engineering and Development.
- Research and Development (R&D).
- Operations and Production.
- Information Technology (IT).
- Human Resources and Talent Development.
- Marketing and Sales.
- Customer Service and Support.
- Quality Assurance.
- Strategic Planning.

Course Offerings:

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

- Analyze team dynamics using established models like Tuckman's stages of group development.
- Develop a comprehensive project team charter to align members on goals and roles.
- Implement effective communication strategies for both co-located and virtual teams.
- Apply various leadership styles to motivate and empower project team members.
- Facilitate collaborative decision-making and problem-solving sessions.
- Employ proven techniques for constructive conflict resolution within the team.
- Establish key performance indicators (KPIs) to monitor and manage team performance.
- Provide effective, growth-oriented feedback to individual team members.
- Foster a culture of trust, accountability, and continuous improvement.
- Lead teams effectively through periods of change and uncertainty.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and directly applicable to the participant's work environment. We believe that leadership skills are best developed through practice, not just passive listening. Therefore, this course heavily emphasizes a hands-on approach, incorporating a blend of expert-led instruction with dynamic group activities. Participants will engage in realistic case studies that challenge them to diagnose team issues and formulate leadership strategies. Role-playing scenarios will provide a safe space to practice difficult conversations, such as conflict mediation and performance feedback. Collaborative workshops and group discussions will encourage peer-to-peer learning and the sharing of diverse experiences and perspectives. Throughout the course, practical exercises and team-based projects will reinforce key concepts, allowing participants to apply tools and techniques in real-time. Our expert facilitators create a supportive learning atmosphere, providing personalized coaching and ensuring that every participant leaves with a clear action plan to build and lead their own high-performance project teams.

Course Agenda (Course Units):

Unit One: Foundations of High-Performance Teams

- Defining a high-performance project team versus a standard workgroup.
- Understanding Tuckman's stages of group development (Forming, Storming, Norming, Performing).
- Exploring Belbin's Team Roles to optimize team composition.
- The leader's role in establishing a compelling team vision and purpose.
- Crafting a comprehensive team charter and ground rules.
- The critical importance of psychological safety in team success.
- Setting clear, measurable, and shared team objectives (SMART goals).

Unit Two: Effective Team Launch and Communication

- Designing and facilitating an effective project kick-off meeting.
- Strategies for onboarding new team members effectively.
- Establishing robust communication protocols and channels.
- Mastering active listening and powerful questioning techniques.
- Overcoming common barriers to communication in project teams.
- Building a foundation of trust and mutual respect.
- Leveraging technology for seamless collaboration in hybrid and remote teams.

Unit Three: Leadership, Motivation, and Empowerment

- Exploring different leadership styles (e.g., Servant, Transformational, Situational).
- Adapting your leadership approach to team maturity and context.
- Intrinsic versus extrinsic motivation techniques for project teams.
- The art of effective delegation and team empowerment.
- Coaching and mentoring team members for professional growth.
- Recognizing and celebrating individual and team achievements.
- Fostering a culture of ownership and accountability.

Unit Four: Managing Team Dynamics and Performance

- Navigating and resolving team conflicts constructively.
- Facilitating effective team meetings that drive action.
- Implementing structured decision-making and problem-solving models.
- Conducting performance reviews and providing impactful feedback.
- Managing underperforming team members with empathy and clarity.
- Building team resilience to overcome setbacks and challenges.
- Using team performance metrics and dashboards for continuous improvement.

Unit Five: Sustaining Excellence and Leading Change

- Advanced strategies for leading virtual and geographically dispersed teams.
- Guiding the team through project changes and organizational shifts.
- Fostering a culture of innovation and continuous learning.
- Techniques for preventing team burnout and maintaining momentum.
- Conducting effective project retrospectives and lessons-learned sessions.
- Planning for team member transitions and project closure.
- Developing a personal action plan for ongoing leadership development.

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:

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

Beyond established models like Tuckman's or Belbin's, what is the single most critical, yet often overlooked, element a leader must cultivate to transform a competent group into a truly synergistic, high-performance team?

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

This course distinguishes itself by moving beyond the mere recitation of management theories to focus on the practical application of leadership behaviors that cultivate a high-performance culture. While many programs cover the "what" of team management, our curriculum is meticulously designed to master the "how". We place a significant emphasis on developing the leader's emotional intelligence and situational awareness, recognizing that the most effective leaders are those who can adapt their style to the unique needs of their team and the challenges at hand. The content integrates classic team development frameworks with contemporary challenges, such as leading hybrid workforces and fostering psychological safety in a virtual environment. Unlike courses that may focus narrowly on project management tools and processes, this program delves into the nuanced human dynamics of conflict resolution, motivation, and collaborative decision-making. Participants will leave not with a rigid set of rules, but with a flexible and robust leadership toolkit, enabling them to diagnose team health, intervene effectively, and build resilient, self-sufficient teams that consistently exceed expectations. The focus is on creating sustainable performance through authentic leadership, not just temporary compliance.