Leadership in High-Performing Research and Development Teams Training Course



07 - 11 Dec 2026

Düsseldorf

5900 € (Per Person)

Ref: #RD5142_4584

Course Introduction / Overview:

The success of any research and development effort hinges on the effectiveness of its teams. This training course is designed to provide R&D managers and team leaders with the skills to lead and motivate high-performing research teams. It goes beyond technical expertise to focus on the human side of R&D, including fostering a creative culture, managing conflict, and building strong communication channels. We will explore how to set clear goals, provide effective feedback, and create an environment where innovation thrives. The curriculum is informed by the foundational work of global academics like Teresa Amabile, whose research on the psychology of creativity and innovation has shown what truly motivates research teams. Her book, "The Progress Principle," highlights the importance of small wins in maintaining momentum and engagement. This program provides a clear blueprint for turning a collection of talented individuals into a cohesive, productive, and innovative team. BIG BEN Training Center is committed to empowering leaders to create the next generation of breakthroughs.

Target Audience / This training course is suitable for:

- R&D team leaders and supervisors.
- Engineering managers.
- Project managers in R&D departments.
- Scientists and researchers in leadership roles.
- Innovation managers.
- HR professionals supporting R&D teams.
- First-time managers.

Target Sectors and Industries:

- Pharmaceutical and biotechnology.
- Technology and software development.
- Manufacturing and engineering.
- Academic and university research.
- Aerospace and defense.
- Consumer goods.
- Government and public sector R&D departments.

Target Organizations Departments:

- Research and Development (R&D).
- Engineering.
- Product development.
- Innovation and technology.
- Corporate strategy.
- Human Resources (HR).
- Organizational development.

Course Offerings:

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

- Apply leadership models to an R&D context.
- Foster a creative and collaborative team culture.
- Set clear and inspiring goals for research teams.
- Provide effective feedback and coaching.
- Manage conflict and build team cohesion.
- Motivate and retain top R&D talent.
- Communicate effectively with technical and non-technical stakeholders.
- Lead team meetings that are productive and engaging.

Course Methodology:

This training course uses a highly interactive and case-based methodology to ensure participants gain actionable leadership skills for R&D. The program incorporates detailed case studies of leading companies that have successfully built high-performing research teams. We will use interactive workshops and team simulations to practice critical skills like giving feedback, resolving a team conflict, and running a successful brainstorming session. The course includes a hands-on group project where participants will work together to develop a full team charter and leadership plan for a fictional R&D project. BIG BEN Training Center believes that hands-on training is essential for mastering the art of leadership. Our expert facilitators will guide discussions and provide personalized feedback, ensuring that participants leave with the confidence and practical experience needed to lead their teams to new heights of innovation and performance.

Course Agenda (Course Units):

Unit One: Foundations of R&D Leadership

- The unique challenges of leading research teams.
- From technical experts to effective leaders.
- Leadership styles and their application.
- Setting a clear vision and mission.
- Understanding team dynamics.

Unit Two: Building a High-Performance Culture

- Fostering psychological safety and trust.
- Encouraging creativity and intellectual risk-taking.
- Managing a diverse team with different expertise.
- Recognizing and rewarding team performance.
- Creating a shared purpose.

Unit Three: Communication and Feedback in R&D

- The art of effective communication.
- Giving and receiving constructive feedback.
- Navigating difficult conversations.
- Leading productive meetings.
- Communicating research findings to stakeholders.

Unit Four: Managing Team Performance

- Setting clear goals and objectives.
- Monitoring progress and providing support.
- Handling underperformance and managing conflict.
- The role of coaching and mentorship.
- Building a resilient and adaptable team.

Unit Five: The Future of R&D Leadership

- Leading remote and distributed teams.
- The impact of AI and automation on R&D teams.
- Retaining top talent.
- Building a personal leadership development plan.
- The ethical considerations of R&D.

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 foster the kind of intellectual freedom necessary for groundbreaking research while also ensuring the team stays on track to meet business and project deadlines?

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

This training course is a highly specialized program that focuses on the unique leadership challenges within research and development, which sets it apart from generic management or team-building courses. Our curriculum is tailored to address the specific needs of technical leaders, providing them with tools to manage not just projects, but people and their complex dynamics. We go beyond theoretical frameworks to provide a practical, hands-on learning experience through realistic case studies and interactive exercises. The course distinguishes itself by emphasizing not only the leadership skills needed to set a vision and manage performance but also the interpersonal skills required to inspire creativity and build a truly high-performing team. By focusing on both the strategic and the human aspects of leading R&D teams, this program provides an invaluable skill set that is essential for any professional committed to building a successful and innovative organization.