



Human Resources Management

Strategies and Practices for Building High Performance Teams

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- Location: London
 - Date: From 28/4/2025 To 2/5/2025
 - Investment: \$5950 (Excluding VAT)



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Course Introduction

This 5-day intensive course equips participants with the knowledge and skills to build and lead high-performing teams. Through a blend of theoretical frameworks, practical exercises, and real-world case studies, participants will learn to foster a collaborative, engaged, and results-oriented team environment. The program emphasizes the importance of effective leadership, communication, and teamwork in achieving organizational goals.

Training Method

- Pre-assessment
 - Live group instruction
 - Use of real-world examples, case studies and exercises
 - Interactive participation and discussion
 - Power point presentation, LCD and flip chart
 - Group activities and tests
 - Each participant receives a binder containing a copy of the presentation
 - slides and handouts
 - Post-assessment
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Course Objectives

Upon successful completion of this course, participants will be able to:

- Understand the characteristics of high-performing teams: Identify the key attributes and behaviors of successful teams.
- Build strong team foundations: Develop clear team goals, roles, and responsibilities.
- Foster effective communication and collaboration: Enhance communication channels, build trust, and encourage open dialogue.
- Lead and motivate team members: Inspire and motivate team members to achieve peak performance.
- Manage conflict effectively: Resolve team conflicts constructively and promote a positive team environment.
- Develop and implement team-building activities: Enhance team cohesion and build strong relationships among team members.
- Measure and evaluate team performance: Track team progress, identify areas for improvement, and celebrate successes.

Who Should Attend?

This course is designed for managers, supervisors, team leaders, and other professionals who are responsible for leading and developing teams. Ideal candidates include:

- Team Leaders
 - Project Managers
 - Department Managers
 - Supervisors
 - Human Resources Professionals
 - Anyone involved in leading and managing teams
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Course Outline

Day 1: Foundations of High-Performing Teams

- Morning:
 - Defining High-Performing Teams: Characteristics, attributes, and benefits.
 - Team Dynamics: Understanding team roles, personalities, and communication styles.
 - Building Trust and Psychological Safety: Creating an environment where team members feel safe to take risks and share ideas.
- Afternoon:
 - Setting Clear Goals and Objectives: Defining SMART goals, aligning team goals with organizational objectives.
 - Roles and Responsibilities: Defining clear roles and responsibilities for each team member.

Day 2: Effective Communication & Collaboration

- Morning:
 - Active Listening and Communication Skills: Developing effective listening and communication techniques.
 - Conflict Resolution Strategies: Addressing conflict constructively and finding win-win solutions.
 - Feedback and Coaching: Giving and receiving constructive feedback effectively.
- Afternoon:
 - Team Meetings: Conducting effective team meetings, setting agendas, and achieving meeting objectives.
 - Collaboration Tools and Technologies: Utilizing technology to enhance team collaboration and communication.

Day 3: Leadership & Motivation

- Morning:
 - Leadership Styles: Understanding different leadership styles and their impact on team performance.
 - Motivating Team Members: Intrinsic and extrinsic motivation, recognizing and rewarding contributions.
 - Empowering Team Members: Delegating effectively, fostering autonomy, and encouraging ownership.

Course Outline

- Afternoon:
 - Building a Culture of Excellence: Fostering a culture of continuous improvement, innovation, and high performance.
 - Dealing with Difficult Team Members: Addressing performance issues and resolving team conflicts.

Day 4: Team Building & Development

- Morning:
 - Team-Building Activities: Designing and facilitating team-building activities to enhance cohesion and morale.
 - Mentoring and Coaching: Providing guidance and support to team members for their professional development.
 - Developing Team Skills: Enhancing teamwork, problem-solving, and decision-making skills.
- Afternoon:
 - Case Studies: Analyzing real-world examples of high-performing teams and their strategies.
 - Team Project: Working together on a collaborative project to apply the principles learned in the course.

Day 5: Leading Change & Continuous Improvement

- Morning:
 - Leading Change Within Teams: Managing team transitions, adapting to change, and overcoming resistance to change.
 - Continuous Improvement: Implementing and sustaining a culture of continuous improvement within the team.
 - The Future of Work: Leading and managing teams in the digital age.
- Afternoon:
 - Q&A Session and Wrap-up: Reviewing key learnings, discussing next steps, and developing action plans.

Registration & Payment

Complete & Mail to London Royal Academy or email
registration@londonra.com



Registration Form

- Full Name (Mr / Ms / Dr / Eng)
- Position
- Telephone / Mobile
- Personal E-Mail
- Official E-Mail
- Company Name
- Address
- City / Country

Payment Options

- Please invoice me
- Please invoice my company





Terms & Conditions

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Cancellation and Refund Policy

Delegates have 14 days from the date of booking to cancel and receive a full refund or transfer to another date free of charge. If less than 14 days' notice is given, then we will be unable to refund or cancel the booking unless on medical grounds. For more details about the Cancellation and Refund policy, please visit

www.londonra.com/terms-and-conditions/

Registration & Payment

Please complete the registration form on the course page & return it to us indicating your preferred mode of payment. For further information, please get in touch with us

Course Materials

The course material, prepared by the LRA, will be digital and delivered to candidates by email

Certificates

Accredited Certificate of Completion will be issued to those who attend & successfully complete the programme.

Travel and Transport

We are committed to picking up and dropping off the participants from the airport to the hotel and back.



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THANK YOU

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