**[FineResults Research Services](http://fineresultsresearch.org/)** invites you to training on:

Topics: [**Developing and Leading High Performing Teams**](https://bit.ly/2WhVYpQ)

**Date:** **24th to 28th August 2020**

**Cost: USD 800 or Ksh 65000**

**Contacts: +254 759 285 295,** **training@fineresultsresearch.org****.**

**Venue :** **FineResults Research, Nairobi, Kenya Training Centre.**

**INTRODUCTION**

A lot of focus is put on leadership development when in reality the leader is just one person, the real driving force behind a leader’s success is their team. A team operating effectively as a single unit will always outperform the best individual operating on their own. More importantly, no matter how knowledgeable and competent individual members of team may be, a dysfunctional team will undermine organizational goals, drain morale and waste effort. With the increased commercial pressures and target driven cultures many leaders are now considering how to get the highest levels of performance from their people. The single most important factor in driving effective teamwork and team engagement is the behavior and style of the leader. This training course explains how to harness the team’s potential, and introduces techniques for moving the team to peak performance. This training is highly interactive and participants are expected to discuss their unique situation as well as practicing the tools they are learning.

**COURSE OBJECTIVES**

At the end of this training, participants will learn to:

* Understand what elements of your role as leader give greatest return
* Identify and leverage individual talent within the team
* Engage and motivate the team using vision techniques
* Establish clear objectives and standards of performance for your team
* Read personality preferences and adapt your leadership accordingly
* Manage and use advanced coaching techniques to replace *‘tell’* with *‘ask’*

**DURATION**

5 Days

**COURSE OUTLINE**

**Module 1: Teams and their Leaders**

* The Relationship between Teams, Leaders and Managers
* Key Leadership Tasks and Responsibilities
* Balancing Influence, Authority and Power
* Different Leadership Styles and Style Flexibility
* Self-awareness and Getting Feedback
* Emotional Intelligence and Rapport

**Module 2: Vision, Direction & Alignment**

* Creating a Shared Vision
* Aims, Objectives and Goal Alignment
* Developing Meaningful Objectives and Indicators
* Divergent Approaches to Problem-solving
* Communicating a Compelling Vision
* Taking a Coaching Approach to Problem Solving

**Module 3: Team Dynamics**

* Stages of Team Development
* The Sociology of The Team
* Characteristics of High-performing Teams
* Balancing Different Team Roles and Personality Types
* Non-traditional Team Structures
* Delegation and Empowerment

**Module 4: Developing the Team**

* Personality Types and The Mix Needed For Success
* Building a Coherent Team
* Self-managing Teams and Their Challenges
* Coaching, Mentoring and Self-directed Learning
* Feedback and Appraisal
* Leveraging Team Strengths For Peak Performance

**Module 5: Performance & Conflict Management**

* Defining Performance
* Approaches to Measuring Team and Individual Performance
* Performance Management: Science or Art?
* Giving and Receiving Feedback Effectively
* Conflict as A Catalyst for Team Development
* Dealing with Challenging Interpersonal Relations

NB: We are offering you a half day, fun and interactive team building event!

## **Be part of the Training**

* Click [**HERE**](https://bit.ly/3aUeQ3J) for the individual registration.

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