LEADERSHIP & STRATEGY

LE51-3 Culture as a Strategy: Building and Sustaining High Performance

This three-day programme focuses on how organisations can build, embed, and sustain a high-performance culture that consistently delivers results. It moves beyond theory to explore the practical behaviours, expectations, and leadership actions that shape culture day to day. Participants will examine how culture is created through what is prioritised, reinforced, and tolerated, and how to actively influence these factors. The programme provides a structured approach to defining, building, and sustaining a culture where high performance is expected, supported, and consistently delivered.

Course Information

Duration: 3 days

London (£3000): 8th June 2026, 27th July 2026, 21st September 2026, 9th November 2026, 18th January 2027, 12th April 2027, 21st June 2027, 9th August 2027, 4th October 2027, 22nd November 2027, 28th February 2028

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This programme is designed for professionals, managers, and leaders who play a role in shaping, influencing, and sustaining performance within their organisation. It is particularly relevant for those who want to move beyond individual or team performance and contribute to building a more consistent, organisation-wide

culture of high performance. It is suited to individuals who are responsible for setting expectations, reinforcing standards, and influencing behaviours, and who want to strengthen how these are applied in practice. The programme is also valuable for those looking to address inconsistency in performance, improve accountability, and ensure that high standards are clearly defined, understood, and maintained across teams.

Course profile

Understanding and Diagnosing Performance Culture

- Understanding what culture is and how it shapes performance and results
- Identifying the behaviours, norms, and expectations that define current culture
- Diagnosing cultural strengths and gaps that impact performance
- Understanding human behaviour and how this impacts performance across teams
- Understanding the role of leadership in shaping and reinforcing culture
- Identifying what is currently being reinforced, ignored, or tolerated
- Defining what "high performance" should look like in your context

Building a High-Performance Culture in Practice

- Understanding what drives high performance at an individual and team level
- Identifying cultural strengths and gaps that impact performance
- Defining and reinforcing clear expectations, standards, and behaviours
- Strengthening accountability and consistency in performance management
- Aligning leadership behaviours to support a high-performance culture
- Creating a practical plan to sustain and embed high performance

Embedding and Sustaining High Performance

- Embedding expectations and standards into everyday ways of working
- Strengthening consistency across teams and leadership levels
- Reinforcing high performance through feedback, recognition, and consequences
- Addressing behaviours that undermine performance
- Sustaining momentum and avoiding regression over time
- Building a clear plan to embed and maintain a high-performance culture

Competencies

At the end of this course, delegates will be able to:

- Understand what defines a high-performance culture in practice
- Identify behaviours and conditions that support or hinder performance
- Set and reinforce clear expectations and standards
- Strengthen accountability and consistency across teams

- Apply practical approaches to sustain high performance over time
- Create an environment for sharing, feedback and challenging the status quo

Course Booking

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