



LEADERSHIP & STRATEGY

LE45-3 High Performance Leadership

High performance in teams does not happen by chance. It is built through deliberate leadership — the kind that establishes clear expectations, creates psychological safety, drives accountability and develops people to consistently deliver their best. This three-day programme equips leaders with the mindset, tools and practical approaches needed to build and sustain high-performing teams. Moving from defining what high performance looks like, through cultivating the culture that enables it, to driving the motivation and individual development that sustains it, the programme provides a comprehensive and applied framework for leaders who want to raise the bar on team performance. Participants will leave with greater clarity on their role as a leader, practical strategies they can apply immediately and a personal action plan to drive high performance within their team.

Course Information

Duration: 3 days

London (£3000):

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 leaders and senior managers who are responsible for building and sustaining high-performing teams. It is particularly relevant for those who want to move beyond managing day-to-day activity and take a more intentional, culture-focused approach to developing their team's capability, accountability and results.

Course profile

Defining High Performance in Modern Teams

- Establishing a shared understanding of high-performance team characteristics
- Identifying key leadership behaviours that build trust and accountability
- Assessing current team dynamics and aligning with organisational goals
- Creating psychological safety to encourage open communication and innovation
- Setting performance expectations and role clarity

Cultivating a Culture of Accountability and Trust

- Developing ownership and self-leadership within teams
- Building relational trust and mutual respect
- Reinforcing performance standards through regular dialogue
- Managing underperformance constructively
- Strengthening team commitment through clear values and shared goals

Driving Motivation and Performance

- Understanding intrinsic and extrinsic drivers of performance
- Adapting leadership style to individual and team needs
- Designing meaningful recognition and reward mechanisms
- Coaching for growth and developmental stretch
- Tracking performance without micromanaging

Competencies

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

- Define what high performance looks like in their team and organisational context
- Identify and apply the leadership behaviours that build trust, accountability and psychological safety
- Cultivate a team culture grounded in clear values, ownership and shared goals
- Manage underperformance constructively while reinforcing high standards
- Understand and apply the drivers of intrinsic and extrinsic motivation
- Adapt their leadership style to develop individuals and sustain team performance
- Coach for growth and track performance without micromanaging

Course Booking

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