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):** 15th June 2026, 3rd August 2026, 28th September 2026, 16th November 2026, 25th January 2027, 19th April 2027, 28th June 2027, 16th August 2027, 11th October 2027, 29th November 2027, 6th March 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 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

Call us: +44 (0) 207 724 6007

Email us: training@lmcuk.com

www.lmcuk.com

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