MANAGEMENT

MG23 Building and Managing High Performance Teams

This course equips senior leaders with the strategic insight and practical tools required to build and lead high-performance teams that consistently deliver measurable results. Delegates will explore how to align team behaviours with organisational goals, foster a culture of trust and accountability, and manage performance at scale. Through immersive exercises, peer exchange, and real-world application, participants will strengthen their ability to lead diverse, resilient, and motivated teams that are capable of sustaining excellence, navigating complexity, and accelerating business outcomes in today's fast-changing environment.

Course Information

Duration: 5 days

London (£4950): 26th January 2026, 20th April 2026, 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

Dubai (£4950): 9th February 2026, 13th April 2026, 18th May 2026, 21st September 2026, 12th October 2026, 9th November 2026, 14th December 2026, 24th May 2027, 20th September 2027

Kuala Lumpur (£4950): 24th August 2026, 30th November 2026

Barcelona (£4950): 26th January 2026, 1st June 2026, 17th August 2026, 2nd November 2026, 28th June 2027, 6th September 2027

Milan (£4950): 15th June 2026, 21st September 2026, 15th February 2027, 26th April 2027

Paris (£4950): 11th May 2026, 14th December 2026, 22nd March 2027, 18th October 2027

Athens (£4950): 1st March 2027, 5th July 2027

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 ideal for senior professionals who are responsible for major decisions, large budgets, and organisational outcomes. It is designed for heads of departments, divisions, or business units with direct line management responsibilities. Delegates will typically be experienced leaders overseeing multiple teams and seeking to elevate team performance, strengthen leadership impact, and drive strategic alignment across their functions.

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

Leading Collaboration Across Boundaries

- Navigating cross-functional and remote team challenges
- Enhancing collaboration through structured communication
- Encouraging knowledge sharing and distributed leadership
- Managing conflict and difficult dynamics effectively
- Promoting inclusivity and diverse perspectives for team innovation

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

Sustaining Excellence and Building Team Resilience

- Embedding high-performance behaviours in daily practice
- Leading teams through periods of uncertainty or change
- Facilitating reflective practice and continuous learning
- Planning for team evolution, succession, and long-term impact

Competencies

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

- Define the characteristics and enablers of high-performance teams in their context
- Build a culture of trust, accountability, and shared purpose across their teams
- Lead collaboration and communication across functional and geographic boundaries
- Manage conflict and interpersonal dynamics to protect team cohesion
- Adapt leadership approaches to sustain motivation and engagement
- Develop scalable systems for performance management and recognition
- Equip teams to navigate complexity, uncertainty, and transformation
- Design and implement sustainable strategies for team growth and resilience

Course Booking

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Email us: training@lmcuk.com

www.lmcuk.com

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