Driving Performance through Management & Leadership

16 – 20 August 2027
Kigali (Rwanda)



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Introduction

Effective leadership drives high performance in today's rapidly changing and challenging business environment. Achieving success in leadership requires the ability to engage teams and help them reach their full potential. This course is designed to focus on management and leadership training, enhancing performance-driven leadership, and developing key skills in leadership development programs. It equips team leaders with essential tools in leadership, communication, goal setting, time management, and motivation, all of which are crucial for driving team performance and enhancing organizational performance.

Course Objectives

This course aims to equip participants with the necessary leadership skills to drive performance and create high-performing teams. Key learning outcomes include:

- Building trust and rapport among team members.
- Creating empowered, high-performing teams.
- Establishing a motivating team environment.
- Applying strategies for improving team relationships.
- Developing strategies to implement sustainable changes within a team.

Course Outlines

Day 1: The Team Leadership Challenge

- Defining teams in the 21st century.
- The challenges facing organizations today.
- Skills of effective leadership.
- Characteristics of an effective team leader.
- Developing leadership skills.
- Leadership styles: self-analysis.
- Techniques to increase team effectiveness.



Day 2: Building a High-Performance Team

- The recipe for successful teams.
- The teamwork success formula.
- The importance of clear and measurable goals.
- Decision-making by consensus.
- Defining clear roles and work assignments.
- Transitioning from team involvement to team empowerment is a crucial step.
- Types of high-performing teams.
- Stages of team development.

Day 3: Inspiring Teams to Better Performance

- Identifying team roles.
- The Belbin Team Role Indicator.
- Aligning individual and team motivators.
- The values alignment matrix.
- Key strategies to resolve value conflicts.
- The motivating mix.
- Creating a supportive environment.
- Energizing your team.

Day 4: Sustainable Strategies for Improving Team Relationships

- Identifying effective communication methods.
- Face-to-face communication.
- Team problem-solving techniques.
- Factors shaping team performance.
- Phases of team problem-solving.
- Tools for making effective decisions within teams.
- Key elements of effective decision-making.

Day 5: The Team Leader's Role in Managing Change

- Managing change effectively.
- Change requires expansive thinking.
- Key factors in successful change.
- The change cycle.
- The 4-room apartment strategy.
- Common reactions to change.
- Helping teams move through the change stages.
- Strategies for managing change.
- The 17 laws of outstanding teamwork.



Why Attend This Course? Wins & Losses!

- High-impact leadership training: Gain practical tools for leading your teams to high performance and achieving your organizational goals.
- Enhancing organizational performance: Learn how to implement performance management training techniques that drive team success.
- Sustainable strategies: This course will teach you how to apply sustainable strategies for improving team performance and development.
- Change and motivation: Learn powerful techniques for motivating your team during times of change and how to manage transitions smoothly.

Conclusion

The Driving Performance through Management & Leadership course is an essential program for anyone looking to develop their leadership skills and drive team performance. By focusing on key aspects of performance-driven leadership, management and leadership training, and effective team management, this course is designed to transform your approach to leading teams and implementing change.

