BLACKBIRD FOR TRAINING

# Leading People and Teams for Optimal Performance

15 – 19 February 2027
Madrid (Spain)



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## Introduction

In today's fast-changing business environment, leadership is no longer defined by authority but by the ability to inspire, engage, and empower others. Effective leaders understand that optimal performance comes from guiding people with vision, empathy, and accountability.

The Leading People and Teams for Optimal Performance course equips participants with practical strategies to lead diverse teams, enhance collaboration, and foster a high-performance culture. It blends modern leadership theory with actionable tools to help leaders strengthen communication, motivate employees, and build trust-driven teams that deliver sustainable results.

## Course Objectives

By the end of this course, participants will be able to:

- Understand the principles of leading high-performing individuals and teams.
- Develop communication and motivational strategies that enhance productivity.
- Strengthen team cohesion through collaboration and trust.
- Manage and evaluate individual and group performance effectively.
- Apply leadership styles suited to different team dynamics.
- Resolve conflicts constructively and maintain team morale.
- Foster accountability and shared ownership within the organization.
- Create a culture of innovation, empowerment, and continuous improvement.

## Course Outlines

### Day 1: Leadership Fundamentals and Team Dynamics

- Defining leadership and its strategic role in organizational success.
- The difference between management and leadership effectiveness.
- Key characteristics of high-performing teams.
- Stages of team development and leader responsibilities at each stage.
- Leadership competencies that drive team excellence.
- Group activity: identifying strengths and roles within your team.



## Day 2: Communication and Engagement Strategies

- Core communication skills for effective leadership.
- Understanding communication styles and adapting to different personalities.
- Active listening and empathy as leadership tools.
- Managing meetings and discussions for productive outcomes.
- Handling difficult conversations with confidence and tact.
- Workshop: analyzing real-life communication challenges.

## Day 3: Motivation and Empowerment for High Performance

- The psychology of motivation and its impact on productivity.
- Empowering team members through trust and responsibility.
- Recognition and reward systems that drive engagement.
- Building autonomy and decision-making confidence in teams.
- Practical session: designing a motivation and empowerment plan.
- Case study: leadership approaches that boost team morale.

## Day 4: Managing Performance and Overcoming Challenges

- Setting clear performance standards and measurable goals.
- Providing constructive feedback that leads to improvement.
- Addressing performance issues with fairness and empathy.
- Managing stress, workload, and organizational change effectively.
- Techniques for resolving team conflicts and maintaining harmony.
- Role-play exercise: coaching for improved performance.

## Day 5: Transformational Leadership and Sustainable Team Success

- The qualities of transformational leaders and their long-term impact.
- Building a results-driven culture that values collaboration.
- Encouraging innovation and shared accountability.
- Developing leadership continuity through mentoring and delegation.
- Participant final presentations: leadership action plans.
- Comprehensive feedback and individual growth recommendations.



## Why Attend This Course? Wins & Losses!

- Acquire practical tools for leading high-performing teams.
- Enhance communication, trust, and motivation within the workplace.
- Improve decision-making and problem-solving in leadership contexts.
- Learn to balance empathy with accountability for optimal results.
- Master conflict resolution and performance evaluation techniques.
- Strengthen your ability to inspire, influence, and align teams with strategy.
- Build a culture of excellence and collaboration across all levels.
- Achieve measurable improvements in organizational efficiency and morale.

## Conclusion

The Leading People and Teams for Optimal Performance course is designed to empower leaders to create environments where people thrive and results flourish. It bridges the gap between leadership theory and real-world application, helping participants build influence through authenticity, empathy, and strategic direction.

**By combining analytical insight with human connection, leaders will be able to unlock team potential, sustain engagement, and drive continuous performance improvement. True leadership lies not in control, but in inspiring others to achieve excellence together.**

