

BUILDING HIGH-PERFORMANCE TEAMS

“Creating a Collaborative Culture that Drives Results”

Schedule

Date	Venue	Fees (Face-to-Face)
10 - 12 Nov 2026	Manama, Bahrain	USD 2495 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

High-performance teams don't happen by chance—they are built through purposeful leadership, mutual trust, clear communication, and aligned goals. In an increasingly competitive and fast-paced world, organizations need teams that are resilient, collaborative, and accountable.

This intensive three-day training empowers leaders and professionals to build, develop, and sustain high-performing teams. Combining proven frameworks with practical exercises, the course equips participants with the tools to foster trust, enhance communication, manage conflict, and align team strengths toward strategic success.

Objectives

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

- Understand the core characteristics of high-performance teams
- Identify and leverage individual and team strengths
- Establish a culture of trust, accountability, and collaboration
- Manage team dynamics and navigate conflict constructively
- Align team performance with organizational goals

Why Attend

- To improve team cohesion, communication, and problem-solving
- To overcome silos and promote cross-functional collaboration
- To enhance employee motivation and engagement
- To develop team leaders who inspire performance and accountability
- To build team structures that deliver measurable results

Target Audience

This program is designed for:

- Team leaders, supervisors, and department heads
- Project managers and cross-functional team coordinators
- HR and organizational development professionals
- Senior executives focused on performance culture
- Professionals managing remote or hybrid teams

Individual Benefits

Key competencies that will be developed include:

- Emotional intelligence and leadership adaptability
- Conflict resolution and team facilitation skills
- Communication, delegation, and performance feedback techniques
- Understanding team roles, dynamics, and personality types
- Goal-setting and accountability frameworks for team success

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Increased team productivity and collaboration
- Reduced turnover and improved employee engagement
- Stronger alignment between team efforts and business goals
- Enhanced innovation through effective teamwork
- A culture of continuous feedback, trust, and ownership

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings - Principles of team development, motivation, and leadership
- Case Studies - Success stories and breakdowns of high-performance teams
- Workshops - Team role mapping, communication exercises, and goal alignment
- Peer Exchange - Real-world team challenges and shared solutions
- Tools - Personality assessments, team development models, and action planning templates

Course Outline

Detailed 3-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM **Daily Format:** 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Foundations of High-Performance Teams

- Module 1: Characteristics of High-Performance Teams (07:30 – 09:30) • Defining performance: What makes a team exceptional? • Tuckman’s stages of team development • Culture, trust, and psychological safety
- Module 2: Understanding Roles, Strengths & Styles (09:45 – 11:15) • Team roles: Belbin, DISC, and MBTI overview • Leveraging diversity of strengths and perspectives • Role clarity and responsibility alignment
- Module 3: Workshop – Team Strength Mapping (11:30 – 01:00) • Identifying team assets and gaps • Personality and behavioral style diagnostics
- Module 4: Peer Exchange – Barriers to Team Performance (02:00 – 03:30) • Real-life challenges and group solution generation

Day 2: Communication, Conflict & Collaboration

- Module 5: Communication Essentials for Teams (07:30 – 09:30) • Active listening, feedback, and clarity • Virtual vs. in-person team dynamics • Communication norms and team charters
- Module 6: Managing Conflict Constructively (09:45 – 11:15) • Sources of conflict in teams • Conflict resolution styles and tools • Building consensus and recovering from breakdowns
- Module 7: Workshop – Conflict Scenario Role-Play (11:30 – 01:00) • Simulated conflict situations • Practice in mediation and dialogue
- Module 8: Collaboration Tools & Practices (02:00 – 03:30) • Using technology to support collaboration • Agile practices and daily standups • Celebrating wins and maintaining engagement

Day 3: Driving Accountability and Sustainable Performance

- Module 9: Goal Setting and Ownership (07:30 – 09:30) • SMART goals and OKRs • Shared vision and personal accountability • Creating commitment through clarity
- Module 10: Coaching and Feedback for Growth (09:45 – 11:15) • Giving and receiving feedback • Coaching conversations and empowerment • Building a feedback-rich culture
- Module 11: Workshop – Team Action Plan (11:30 – 01:00) • Developing a 30/60/90-day action roadmap • Assigning roles and follow-up checkpoints
- Module 12: Final Reflection and Commitment (02:00 – 03:30) • Personal leadership self-assessment • Group feedback and commitment pledges • Closing remarks and certificate distribution

Certification

Participants will receive a Certificate of Completion in Building High-Performance Teams, validating their ability to lead, develop, and sustain high-functioning, results-oriented teams in any organizational context.

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