

# Leading High Performance Teams

Developing the leader in you to create a high-performance team focused on delivering business objectives.

## LEARNING OBJECTIVES:

This two day practically based masterclass provides delegates with the knowledge, skills and understanding of the critical aspects of leadership. With a blend of practical experiences and research, participants will come away clear strategies and leadership skills that can be implemented within their team that will positively impact employee engagement and an organisation's bottom line.

- Understand the leadership landscape in the modern workplace and identify the critical skills required to succeed.
- Discern different behavioural styles and the common advantages and drawback of each.
- Develop key strategies to determine the line between cultivating a team that likes you and one that respects you.
- Gain practical skills to make an immediate positive impact on a team's performance.
- Develop your emotional intelligence and self-awareness skills to bring out the best in all individuals and yourself.
- Build a motivation strategy to support a team's output and the organisations bottom line.
- Discover strategies to move past team conflict.
- Gain practical skills to take a team's performance to the next level.

## MASTERCLASS LEADER; MALCOLM DAWES:

*The Most Sought After Authority on People Performance and Effectiveness*

Malcolm is an expert in developing people, leaders and teams. He is passionate about showing managers and leaders how to increase their interaction effectiveness through behavioural change. For many years, Malcolm has experienced first-hand the struggles leaders face with accelerating the performance of their teams.

In Malcolm's book *Team Performance: Why Can't We All Get Along?* Malcolm dispels 10 myths that many senior leaders have about unlocking the true potential of their teams. He highlights core issues of human nature and shows how understanding behaviours as a leader and co-worker is the key to team effectiveness. This masterclass contains examples of real-world experiences from all levels of people in a wide range of industries.



## TWO DAYS AGENDA:

### Session 1: New concepts and frameworks for leadership in the modern workplaces

- Moving from a management to Leadership mindset – how are they different?
- Understanding the critical behaviours exhibited by leaders to drive High-Performance teams and

impact an organisation's bottom-line

- How to create a High-Performance team and why it's essential in today's business environment
- Creating a leadership mindset to drive influential relationships that support delivering business

objectives

### Session 2: Breaking through the barriers to become a confident leader in communication and decision making

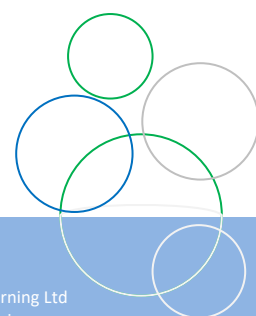
- Defining and understanding your own beliefs & values and recognise how they affect your behaviours and the impact on others in the workplace
- Disengaging your leadership 'fight or flight' and Identifying the leadership 'safety' zone to make sound thoughtful decisions
- Understanding the way emotions can affect your leadership response and disable emotional responses

### Session 3: The role of a team's Purpose in achieving business outcomes

- How to create an aligned team, driving towards and delivering on common outcomes
- Understanding critical differences between purpose and objectives and why and how a High-

Performing team needs both

- The essentials in how to create a team purpose that aligns and motivates whilst delivering business objectives
- How to get buy in and engagement from all team members



#### **Session 4: Enhancing team performance through Emotional Intelligence and Self awareness**

- Recognising your own and team members behavioural style and leverage this to get the best outcomes
- Emotional Intelligence (EI) – more than a buzz word; the basics of EI – Awareness, Authenticity, Articulation and Assertiveness
- Why is EI an essential skill for a leader and how to apply it in day-to-day interaction
- Developing your own EI skills for everyday use

#### **Session 5: Creating the right environment to engage and motivate individuals to deliver quality team outputs**

- Creating the optimal environment for a High-Performance team to deliver on their outcomes
- Engaging employees to act in a purposeful manner
- Understand individual's different needs when it comes to motivation
- Demonstrate the behaviours that build relationship and motivates

#### **Session 6: Putting leadership skills into practice**

- Bring along your team challenges to create a plan to tackle the most complex scenarios
- Practice implementing skills developed

#### **Session Times**

9:00 Masterclass starts

10:30 - 11:00 Morning Tea

12:30 – 1:30 Networking Lunch

3:00 – 3:30 Afternoon Break 5:00 Finish

