

# Leading high-performing teams

## In-house training

Truly cohesive teams trust one another, engage in unfiltered conflict around ideas, commit to decisions and plans of action, hold one another accountable for delivering against these plans, and focus on collective results.

This practical and challenging day will allow you to plan how to transform your team so a culture is created where everyone can relate to each other. You'll learn how to ensure team targets are stretching and clear, and how to hold conversations in an authentic way to challenge and improve performance.

The models used are highly validated and proven to be effective, as shown by research carried out on high-performing organisations and how teams within those organisations operate.

Delegates will spend time thinking about how they currently lead their team and what they want to change. They'll be assisted in devising approaches to help them work with individuals in the team, to work with the team as a collective differently, and to consider how that impacts on their leadership style.

They'll spend time improving their confidence when challenging poor performance – a critical skill for leaders/managers, but often avoided – and identify a real life performance issue they are struggling to address and to see how the challenging process can be used to make it less intimidating.

### YOU WILL LEARN:

- Why challenging appears to be so difficult
- What happens when you avoid challenging under-performers?
- How to:
  - Challenge properly and actually improve the relationship
  - Be more authentic in work
  - Analyse your leadership style and think about how this effects the culture and climate within your team
  - Set stretching targets that will improve your team's performance
  - Structure your feedback to challenge individual performance.

### THE COURSE WILL COVER:

- The five essential building blocks you need to create the culture to become a high-performing team
- How to:
  - Set challenging targets
  - Create the team climate to perform effectively
  - Become a more authentic leader
  - Give effective feedback and challenge performance.

### WHO SHOULD ATTEND?

Everyone interested in developing a high-performing team.

### OUR TRAINER

**Emma Walker-Cotton** is an organisational development specialist with over 20 years' experience of training design and delivery in both the public and private sector, including working as a director for a large housing association. She has won national training awards for her leadership and development programmes and helps organisations to implement organisational change. She is passionate about individuals having the opportunity to fulfil their potential and creates a positive, fun and stimulating learning environment. She always ensures that participants leave the day with practical skills they can use in their organisation. Emma has an MSc in Organisational Psychology and is qualified in running Psychometrics through the British Psychological Society.

**HQN has a track record of helping organisations achieve real and lasting performance improvements. If you are interested in accessing this training package, please contact us by emailing [training@hqnetwork.co.uk](mailto:training@hqnetwork.co.uk)**