

# Leadership in High-Performance Teams

**Course Length:** On-site: 2 days (recommended);  
Virtual: Four 3.5-hour sessions

**Professional Development Units (PDUs):** 14  
(14 Power Skills)

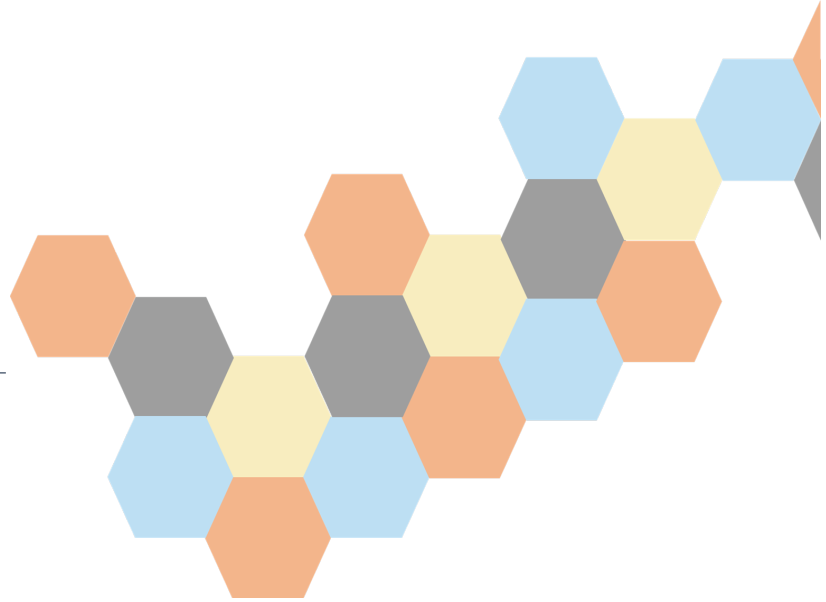
**Program Knowledge Level:** Advanced

**Field of Study:** Leadership

**Prerequisites:** None

**Advance Preparation:** None

**Benefits:** Enhance understanding, identify key behaviors, and develop an action plan in leadership and high-performing team capabilities



## Course Overview

Participants in this highly engaging workshop are introduced to key leadership and team collaboration concepts. Discussions build across the interrelated concepts to provide the awareness of behavioral shifts necessary to create and lead a high-performing team environment. Activities throughout the course allow participants to apply these concepts to their respective team environment, discuss their observations during these activities, and capture actionable learnings from each topic they can take back and apply immediately.

## Key Outcomes

**Upon completion of this course, participants will be able to:**

- Explain the five practices of exemplary leaders
- Identify effective team member characteristics
- Define and discuss the five key dynamics and teamwork and collaboration
- Discuss and apply leading the shifts required to create a high-performing team
- Describe pitfalls of team communication and identify strategies to help ensure communication effectiveness
- Identify five waves of trust and actions for building and developing increased trust

## Course Outline

### The Exemplary Leader

- **Five Practices of Exemplary Leaders** – Participants learn and discuss the Five Practices and 10 Commitments of Exemplary Leaders. These practices have been researched and developed extensively by James Kouzes and Barry Posner.
- **Leadership is Everybody's Business** – We focus on leadership at all levels and ideas for integration into daily work.

### High-Performance Team Composition

- **Effective Team Member Characteristics** – Participants are introduced to Working Knowledge Factors and Teamwork Factors that enable an effective team, as defined by F. LaFasto and C. Larson in *When Teams Work Best*.
- **Dynamics of Teamwork & Collaboration** – Participants explore five dynamics of teamwork and collaboration, applying each to their team environment.
- **Five Dysfunctions of a Team** – Participants review the Five Dysfunctions of a Team as defined by Patrick Lencioni and discuss shifts required to build a more cohesive team.
- **Effectively Communicating as a Team** – Participants are introduced to methods for ensuring clear and authentic communication among the team.
- **Five Waves of Trust** – Participants explore the Five Waves of Trust, and the leader's role in creating an environment of trust.
- **Enemies of Trust** – Participants discuss eight common enemies of trust and considerations for addressing each enemy.

## How Instructor-Led Training Works

This Instructor-Led Training (ILT) course is facilitated by one of our talented instructors at your location, creating a cooperative and collaborative, learner-centric “classroom.” Our top-rated instructors hold a variety of certifications and have delivered training to organizations in more than 40 countries.

### On-site

Participants attend this two-day in-person course, complete activities live during the training session, and participate in discussions focused on the pragmatic application of key concepts. Session materials are provided in PDF format for download and/or printing.

### Virtual

This course is delivered virtually using the AdobeConnect platform. Four 3.5-hour sessions are scheduled. Participants attend the virtual sessions, complete activities live during the session, and participate in discussions focused on the pragmatic application of key concepts. Session materials can be downloaded in PM College's learning management system (LMS).

For more information or to schedule a course, contact [info@pmcollege.com](mailto:info@pmcollege.com).

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