

5-day Interactive Training Course

Building Team Excellence

Enabling Leaders to Create High-Performing Teams

02 Mar - 06 Mar 2026	London - UK	US\$ 5,950
04 May - 08 May 2026	Istanbul - Turkey	US\$ 5,950
06 Jul - 10 Jul 2026	Lisbon - Portugal	US\$ 5,950
07 Sep - 11 Sep 2026	Dubai - UAE	US\$ 5,950
12 Oct - 16 Oct 2026	London - UK	US\$ 5,950
14 Dec - 18 Dec 2026	Dubai - UAE	US\$ 5,950



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About the Course

A leader is as good as their team. However, good teams don't just happen. A good team culture doesn't just happen. For any organisation to add more excellent value to its customers and maintain a competitive edge in the market, its people play a crucial role. Specifically, when people collaborate as a high-performing team, they make excellent results happen. Studies reveal that high-performing teams can lead to a 20-25% increase in productivity. Hence, as a leader, it becomes imperative that you create an environment where your team thrives, one that sets your team up for excellence.

However, the reality is that many leaders need help to achieve this. This can be due to a lack of capability, inability to drive engagement and collaboration, or lack of adaptability and resilience to tackle challenges that come the way. This 5-day interactive Building Team Excellence training course empowers delegates to create a high-performance culture, which lifts their team to excellence and long-term success. As a leader, the delegates also develop skills that help them lead with more significant impact and support their team across various scenarios. Ultimately, this gives them a clear understanding of the dynamics of a high-performing team and what they can do to shape their team as one.

Core Objectives

The delegates will achieve the following objectives:

- Enhance their communication skills for cohesive teamwork
- Develop greater collaboration within their team and stakeholders
- Build greater trust and psychological safety
- Understand the dynamics of a high-performing team
- Cultivate leadership skills to support their team members through a wide range of scenarios
- Develop greater adaptability and resilience in working through change and uncertainty
- Improve their conflict resolution skills
- Devise an effective performance management system for their team

- Develop skills in managing and communicating with key stakeholders throughout the M&A lifecycle, including employees, shareholders, regulators, and the broader market
- Foster a culture of continuous improvement by evaluating M&A outcomes, learning from experiences, and applying insights to refine future M&A strategies and executions

Training Approach

Apart from delivering engaging content, this training course will also share real-life examples, case studies, and interactive exercises that help delegates bring their learning to life and appreciate how they can apply it. In the spirit of the topic, many will be group exercises, which would be great for team building and collective learning. There will also be an opportunity to reflect on what has been learned so far, and the delegates will be provided additional resources that they can take away for future reference.

The Attendees

The training course will be a great value addition for anyone who is currently leading a team or who aspires to lead teams in the future.

Specifically, this will be highly beneficial to (but not limited to) the following roles:

- HR Managers
- Senior Managers
- Delivery Managers
- Project Managers
- Sales Managers
- Area Managers
- Learning & Development Professionals
- Customer Support Managers
- People who are new to leadership roles

DAILY DISCUSSION

DAY ONE

UNDERSTANDING TEAM DYNAMICS AND COMMUNICATION

- Introduction to Team Excellence
- Benefits of High Performing Teams
- What comes in the Way of a High Performance Culture
- 5 Behaviors of a High Performing Team
- Role in Shaping a High Performing Team
- Creating Psychological Safety for Your People
- Uncover Agile Ways of Working
- Creating a Customer-centric Culture
- Communication Skills for Team Building
- Being More Approachable for People
- Strategies for Clear and Effective Communication
- Conflict Resolution Techniques
- Building Trust within the Team

DAY TWO

ESTABLISHING GOALS AND ROLES

- Setting Clear Objectives and Goals
- Defining Measures of Success for the Team
- Aligning Team Goals with Organisational Objectives
- Defining Standards that Encourage Excellence
- Defining Roles and Responsibilities
- Unpack the Various Roles and Responsibilities within a Team
- Distributing Tasks Effectively
- Leveraging Individual Strengths
- Setting Clear Expectations
- Building a Collaborative Culture
- Encouraging Collaboration and Knowledge Sharing
- Building Stakeholder Engagement Capabilities
- Fostering a Positive Team Environment
- Promoting Diversity and Inclusion

DAY THREE

DEVELOPING TEAM SKILLS

- Problem Solving and Decision Making
- Techniques for Effective Problem Solving
- Framework for Effective Decision Making
- Managing Risks and Uncertainties
- Time Management and Task Prioritisation
- Prioritising Tasks and Assignments
- Time Management Strategies
- Tackling Procrastination
- Effective Delegation of Tasks
- How can you track progress effectively?
- Adaptability and Flexibility
- Embracing Change
- Resilience in the Face of Challenges
- Learning from Failures and Setbacks
- Understanding how to Respond to Dynamically Changing Scenarios

DAY FOUR

ENHANCING TEAM PERFORMANCE

- Feedback and Performance Evaluation
- Giving Constructive Feedback: Effective Models of Providing Feedback
- Coaching and Mentoring Team Members for Optimal Performance
- Performance Management Strategies
- Motivation and Engagement
- The 3 Golden Questions every Leader must Answer
- Recognising and Rewarding Achievements
- Building Self-efficacy within the Team
- Effective Meetings and Team Collaboration
- Planning and Facilitating Meetings
- Maximising Efficiency of Meetings
- Collaborative Tools and Techniques within a Meeting
- Approaches to Follow-up Post Meetings

DAY FIVE

SUSTAINING TEAM EXCELLENCE

- Team Development and Training
- How to Setup Processes that Support Continuous Learning and Development
- Identifying Skill Gaps and Areas of Improvement
- Enabling Future Leaders: Building Leadership Pipeline within the Team
- Building Resilience and Managing Stress
- How to Recognise and Manage Stress and anxiety
- Setting up Work-Life Integration
- Creating a Human-centric Culture
- Celebrating Success and Planning Ahead
- Recognising and Celebrating Team Success
- Setting New Goals and Identifying Growth Areas
- Creating a Roadmap for Long-term Success



THE CERTIFICATE

XCalibre Training Centre Certificate of Completion will be provided to delegates who attended and completed the training course.