

Ignite the Spark: Building Purpose-Driven Teams



Focus on: **The Manager** **The Specialist** **Spotlight Programme** **Hands-on Skills**



Course Overview

Across sub-Saharan Africa, the need for leaders who can inspire, unify, and empower teams has never been greater. This highly interactive training course helps professionals learn how to create purpose-driven, high-performing teams that can transform ambition into meaningful impact for the region.

Drawing on the metaphor of flying geese, participants will explore how collaborative energy, when well-led, can dramatically increase productivity, innovation, and resilience. Delegates will master techniques to motivate team members, foster engagement, and build cultures where everyone feels inspired to contribute their best.

With a focus on practical tools and experiential activities, this course turns leadership potential into measurable regional progress for sub-Saharan Africa.

Course Objectives		This Course is Ideal For:	
1	Identify individual work style differences and how to use them to develop the capability of your team	✓	Team supervisors
2	Perform a comprehensive Team Purpose Analysis and set objectives for the team's foundation	✓	Team managers
3	Apply modern principles of team leadership	✓	Leaders
4	Apply modern influencing and motivation techniques to get the best from team members		
5	Use communication techniques that help minimise "noise in the team system"		
6	Influence team members to embrace change and use it as a powerful, positive force		

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Course Content

Day	Theme	Coverage
1	Starting From Within – You, the Team Leader	<ul style="list-style-type: none">Outline the skills of an effective people manager and build a plan to reinforce your strengths and contain your weaknessesExamine and challenge the impact of your belief system and your limiting beliefs around peoples' performanceKnow what your “personal brand” says about you; increase your impact as a leader by shaping it and using it to influence your team“Sell” a results culture to the team – Role modelling and building an achievement culture by small, quick winsUnderstand your personal time robbers and develop methods to prevent them happeningPractice activities to re-energise yourself and your teamBecome a self-management role model for your team Use the concept of “Shadow of the Leader” to lead and inspire your peopleDevelop your resilient core – Purpose, Perseverance, Self-reliance, Equanimity, Authenticity.
2	Building Outstanding Team Productivity, Progress and Learning	<ul style="list-style-type: none">Learn how to set standardsAvoid methods objectives types that don't improve performanceDeploy the PERCONSTAN (Performance, Conditions, Standards) method of objective settingBuild a culture of continuous improvement and team learningLearn how a high performing team differs from a work groupUnderstand and optimise team member styles.
3	Developing Employee Engagement and Motivation	<ul style="list-style-type: none">Examine why individual and team performance variesUnderstand what engagement research means for your management styleDeploy the lessons of motivational theory in managing your peopleApply a smart approach to getting the best out of your people – matching interventions to individuals' preferred work styleDeploy influence and persuasion techniques and principles to get things done without the need for power plays or conflict.Hold meaningful performance conversations - adopt a structure for conducting regular one-to-one performance chats.
4	Conducting Productive Employee Conversations	<ul style="list-style-type: none">Apply a simple model for coaching “on the run”Discover how servant leadership worksDeploy the situational approach to people management.

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	<ul style="list-style-type: none">• Deal with the extremes of performance – turn around under-performers<ul style="list-style-type: none">○ Hold a successful structured conversation to improve poor performance.○ Develop your assertiveness to make early challenges and take action on poor performance○ Apply a model of feedback and praise to re-align employee contributions
5	Building your People into a High Performing Team <ul style="list-style-type: none">• Understand team processes - learn high performing teams lessons• Understand team processes - task & maintenance roles• Your role in helping teams through the development stages• Deal with dysfunctional team behaviour.

Course Assessment	Certification
Participants will be assessed on: Participation in sessions Completion of exercises & case studies Performance in assessments	Upon successful completion of the course, participants will receive a Certificate of Successful Completion , along with a Transcript of Marks showing the performance by grade in each element of assessment and overall.

Course Instructor
With an M.A. Honours degree and teaching and training qualifications from the UK, and over 30 years of experience in managing teams and transformational change, this speaker is now an internationally respected trainer and consultant.