

Leading and Working in Brilliant Teams



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



Course Overview

If you happen to work with or within a team, then this course is for you. It will help you to understand how teams are formed, how they work and how they fail to work. You can access insights into successful team harmony and performance which is key to Organisational performance.

For sub-Saharan Africa, strong teams are central to delivering regional development projects, fostering innovation, and achieving economic transformation. Delegates will learn to build team cohesion and ensure alignment with shared goals that reflect Africa's growth agenda. Through practical exercises, participants will explore how teamwork accelerates problem-solving and enhances organisational performance across industries.

Specifically, you will learn to:

- Understand the methodology, processes and importance of teams and teamwork
- Integrate others' preferences and ways of working alongside yours
- Discover the essential role of Followership and the example this sets to others
- Practice teamwork and impact via a series of practical team exercises
- Identify and allow for individual and team strengths in your workplace

Course Objectives		This Course is Ideal For:	
1	Gain a working understanding of your team style and personal preferences	✓	All managers
2	Learn the secrets of teamwork	✓	All supervisors
3	Use workplace Strengths for the benefit of the team	✓	Anyone who has a team role
4	Understand how teamwork improves performance and morale		
5	Improve engagement skills and the elements of High Performing Teams		

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Course Content

Day	Theme	Coverage
1	The elements of teamwork; how you appear to others and how you should engage with them	<ul style="list-style-type: none"> Teamwork – the elements and roles outlined How you appear to others in a team situation How to understand and engage with different people Team exercise & debrief
2	Creating and leading a high performing team	<ul style="list-style-type: none"> The processes of teamwork The journey from creating a team to maintaining high performance The leader's role in the journey The Team Wheel – exercise to map your team and monitor progress Team exercise and debrief
3	Individuality, playing to personal strengths and the importance of trust	<ul style="list-style-type: none"> Individual roles within teams Team strengths Praise and feedback ratio in high performing teams The importance of trust in teams Team exercise and debrief
4	Followership and how to motivate people	<ul style="list-style-type: none"> Followership – the vital skill for all team members How to create Effective Followers Motivation in Teams Matching Customer Requirements Strategic team exercise and debrief
5	Fulfilling a team's potential and maintaining control	<ul style="list-style-type: none"> Performing to your Potential Reducing the interferences Controlling what you can control Engagement and disengagement Course review

Course Assessment

Participants will be assessed on:

- Participation in sessions
- Completion of exercises & case studies
- Performance in assessments

Certification

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

The speaker is an independent Learning and Development Specialist with over 20 years' experience in Training, Facilitation, Speaking and Coaching. In addition to this he had 25 years of operational leadership experience in areas including IT, Finance, Audit, Supply Chain and HR. The speaker has spent most of his working life with forward thinking blue-chip Organisations in the UK and Europe. He has worked for

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Multinationals including Google, Apple, Aramco, Johnson & Johnson, Deutsche Bank and Barclays, as well as SMEs in areas as diverse as Fintech, Health, Pharmaceuticals and Security.

In the last 20 years he has worked in over 30 countries around the world and believes that exposure to so many different ages, nationalities and cultures has really helped his experience of people and how to help them develop, both in their jobs and in their personal lives.