



Leading High-Performing Teams

A stronger organization,
one team at a time.



Anyone who manages teams—whether a first-time supervisor or a more experienced leader—works to support the organization by driving their team members' performance. But leaders are often untrained for this specific skill set, making for unrealized team potential throughout the enterprise. Leading High-Performing Teams is a course designed to equip managers for individual and organizational success.

The Experience

Over two virtual instructor-led training (VILT) sessions, we discuss key leadership actions that build the best teams. Through a series of activities, small group breakouts, and dedicated time for self-reflection, learners will develop a personal behavioral action plan they can immediately apply at work.

Before the first session, learners and their colleagues (managers, team members, and peers) complete a leadership skills assessment for the learner, which is mapped to the leadership behaviors of high-performing teams. Learners use their assessment during the course and can reassess up to a year later.



Topics and Activities

Growth mindset: Learners discuss the concept of applying a growth mindset (versus a fixed mindset) and identify leaders they believe have demonstrated this mindset—and the behaviors that led to success.

Building trust: Exploring the STARS Model of Trust (skills, transparency, authenticity, reliability, and selflessness), learners collaborate in breakouts about creating an environment of trust within their teams.

Seeking alignment: Learners work in small groups to brainstorm on improving team alignment, then take away a checklist for real-world application.

Creating connection: A small group interviewing activity allows learners to practice communicating through active listening and empathy and to understand the importance of psychological safety in open and honest collaboration.

Driving results: Learners study the GP Strategies® X Model of Engagement and how its resulting insights steer leaders toward improved team performance.

Modality | Virtual instructor-led training (VILT)

Duration | Two three-hour sessions

Target audience | Managers and leaders who have responsibility for leading a team

Class size | 20–25 learners

Available language | English

Learning Objectives

- Gain the knowledge and skills to build trust across the team.
- Develop a team whose priorities are aligned internally and within the enterprise.
- Strengthen relationships by creating an environment of psychological safety.
- Work to engage the team, focus on high-impact areas, and drive accountability.
- Create a personalized set of actionable behaviors to enhance leader effectiveness.

Business Outcomes

- Better-performing, more productive teams
- Greater leader efficiency and effectiveness
- Improved engagement for employee retention
- Higher potential for innovation and growth



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