BLACKBIRD FOR TRAINING

The Practical Leader: Developing High-Performing Teams

28 December 2026 – 1 January 2027
Kigali (Rwanda)

UK Traininig
PARTNER



The Practical Leader: Developing High-Performing Teams

Ref: 321960_178581 **Date:** 28 December 2026 – 1 January 2027 **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

Why This Course

High-performing teams are the backbone of successful organizations. When teams communicate effectively, share a common vision, and work in an environment built on trust and accountability, they are able to achieve exceptional results. However, building such teams requires strong leadership, clear strategies, and the ability to foster collaboration and innovation.

This intensive 1-week program equips leaders with the practical tools and leadership techniques needed to build, guide, and sustain high-performing teams. Through interactive workshops, real-world case studies, and hands-on exercises, participants will learn how to strengthen team communication, manage performance effectively, and create an environment where innovation and collaboration can thrive.

What You'll Learn and Practice

By participating in this program, you will:

- Develop effective strategies for building and sustaining high-performing teams.
- Strengthen communication skills that promote clarity, trust, and collaboration.
- Apply practical methods for managing team performance and continuous improvement.
- Encourage innovation and creative problem-solving within teams.
- Gain tools to resolve conflicts and maintain positive team dynamics.
- Enhance leadership approaches to motivate and engage team members.

The Program Flow

Day 1: Foundations of High-Performing Teams

- Key characteristics and success factors of high-performing teams.
- Understanding team dynamics and stages of team development.
- Building trust and creating psychological safety within teams.
- Setting clear goals, roles, and expectations.

Day 2: Effective Team Communication

- Practicing active listening and constructive feedback.
- Facilitating productive and results-focused team meetings.
- Leading and managing virtual or remote teams effectively.
- Navigating cross-cultural communication in diverse teams.



Day 3: Performance Management and Continuous Improvement

- Setting and monitoring key performance indicators KPIs.
- Conducting effective performance reviews and feedback sessions.
- Implementing continuous improvement processes within teams.
- Building a culture of accountability and ownership.

Day 4: Fostering Innovation and Collaboration

- Techniques for encouraging creativity and new ideas.
- Managing diverse teams to drive innovation.
- Collaborative problem-solving methods.
- Building systems for knowledge sharing and team learning.

Day 5: Advanced Team Leadership

- Practical strategies for resolving team conflicts.
- Motivating and engaging team members for higher performance.
- Developing future leaders within the team.
- Adapting leadership styles to suit different team needs.

Individual Impact

- Strengthen your leadership confidence when guiding teams.
- Improve communication and interpersonal effectiveness.
- Develop practical tools for motivating and managing team members.
- Build a clear plan for enhancing team performance.

Work Impact

- Improve collaboration and communication across teams.
- Increase team productivity and engagement.
- Foster a culture that supports innovation and shared learning.
- Enable leaders to guide teams through challenges and change more effectively.

Training Methodology

The program combines practical learning with real-world application to ensure lasting impact. Learning methods include:

- Interactive workshops and leadership simulations.
- Real-life case studies and team management scenarios.
- Group discussions and collaborative exercises.
- Practical templates and performance management tools.
- Peer feedback and guided reflection.



Beyond the Course

Upon completing the program, participants will be able to:

- Build and lead teams that consistently achieve strong results.
- Communicate effectively and resolve challenges within teams.
- Implement performance management practices that support growth.
- Create an environment where collaboration, accountability, and innovation thrive.

