BLACKBIRD FOR TRAINING

High-Performance Team Building

8 – 12 March 2027
Brussels (Belgium)



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Ref: 322638_207194 **Date:** 8 – 12 March 2027 **Location:** Brussels (Belgium) **Fees:** 5200 GBP

Why This Course

In today's fast-paced and competitive environment, high-performance teams are the foundation of organizational success. Building such teams requires more than managing people — it involves creating trust, fostering collaboration, and aligning individual strengths toward shared goals. This program equips participants with the skills and strategies to build, lead, and sustain high-performing teams that deliver outstanding results and long-term impact.

What You'll Learn and Practice

By joining this program, you will:

- Understand the key characteristics of high-performance teams.
- Strengthen communication and collaboration across diverse groups.
- Learn techniques to motivate, engage, and empower team members.
- Develop conflict resolution and problem-solving strategies for teams.
- Master approaches to sustaining performance and continuous improvement.

The Program Flow

Day 1: Foundations of High-Performance Teams

- Core principles and traits of successful teams.
- Team assessment: identifying strengths and areas for improvement.
- Aligning team purpose and vision with organizational objectives.
- Building trust and accountability as foundations of performance.
- Case examples of high-performing teams in action.

Day 2: Communication and Collaboration

- Developing clear and effective communication strategies.
- Building collaboration across functions and cultures.
- Overcoming communication barriers within teams.
- Leveraging diversity for better team outcomes.
- Practical exercises in collaborative problem-solving.

Day 3: Motivation, Engagement, and Empowerment



- Understanding what drives team motivation.
- Creating an environment that fosters engagement and ownership.
- Empowering individuals to take responsibility and initiative.
- Coaching and mentoring for team growth.
- Strategies to sustain motivation over the long term.

Day 4: Conflict Resolution and Team Problem-Solving

- Recognizing sources of team conflict and addressing them early.
- Applying conflict management techniques constructively.
- Encouraging open dialogue and psychological safety.
- Collaborative approaches to problem-solving.
- Tools for turning conflict into opportunities for growth.

Day 5: Sustaining High Performance and Future Readiness

- Embedding continuous improvement in team culture.
- Developing adaptability and resilience within teams.
- Preparing teams for future organizational challenges.
- Creating systems for ongoing feedback and development.
- Designing a roadmap to sustain high-performance outcomes.

Individual Impact

- Improve leadership skills for guiding diverse teams.
- Strengthen communication, motivation, and conflict management abilities.
- Build resilience and adaptability in team settings.
- Enhance personal confidence in leading collaborative efforts.
- Develop a plan for sustaining personal and professional growth.

Work Impact

- Build teams that deliver consistent high performance.
- Foster a culture of trust, accountability, and collaboration.
- Increase productivity and innovation through empowered teams.
- Improve organizational adaptability in a changing environment.
- Ensure long-term success by sustaining team excellence.

Training Methodology

This program uses an interactive, hands-on learning approach to ensure participants can immediately apply the tools and strategies in their workplace.



- Real-world case studies of high-performance teams.
- Group discussions and collaborative exercises.
- Role-playing and scenario-based learning.
- Self-assessments and guided reflection activities.
- Practical workshops on team-building techniques.

Beyond the Course

Participants will complete this program with a clear understanding of how to build and sustain high-performance teams in diverse contexts. They will leave equipped with actionable strategies to motivate, empower, and align their teams for success. In addition, the program provides a roadmap for continuous improvement and adaptability, ensuring leaders are prepared to drive strong performance today while preparing their teams for the challenges of tomorrow.

