PARTNERS IN KNOWLEDGE UK LTD
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From Groups to High-Performance Teams - Practical Skills for Workplace Collaboration

PIK865-0427 UK-LDN-1

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Suite No. 129
295 Chiswick High Road
LONDON W4 4HH

Place	: London	**Venue**	: INDUSTRIOUS (1 and 2, 245 Hammersmith Road Floors, London W6 8PW) - TBC		
Start Date	: 19-04-2027	**End Date**	: 23-04-2027	**PPP**	: £2750

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If you can't train them, you can't blame them!

Short Description:

This three-day intensive training program equips participants with the knowledge, tools, and practical techniques needed to transform work groups into cohesive, high-performing teams. The course blends theory, real-world case studies, self-assessment tools, group exercises, and facilitated discussions to help participants understand team dynamics, manage diversity and conflict, build trust, and drive collective performance in today's complex organisational environments.

Course Overview:

Course Objectives

By the end of this program, participants will be able to:

- Understand the key differences between groups and teams in the workplace.
- Apply recognised models of team development to real organisational contexts.
- Diagnose team strengths, weaknesses, and performance barriers.
- Build trust, accountability, and psychological safety within teams.
- Manage conflict and leverage diversity for better team outcomes.
- Improve communication, collaboration, and decision-making in teams.
- Develop actionable plans to enhance team effectiveness at work.

Target Audience

This course is designed for:

- Team leaders, supervisors, and middle managers.
- HR professionals and organisational development practitioners.
- Project managers and cross-functional team members.
- High-potential employees preparing for leadership roles.
- Professionals working in matrix, hybrid, or remote teams.

Program Outline:

Course Structure

DAY 1: Understanding Groups and Team Dynamics

1. Groups vs. Teams: Concepts and Realities.
2. Why Teams Fail and Succeed at Work.
3. Stages of Team Development (Tuckman Model).
4. Roles, Norms, and Team Expectations.

5. Trust and Psychological Safety in Teams.

DAY 2: Building Collaboration, Communication, and Engagement

1. Effective Team Communication Strategies.
2. Managing Diversity and Inclusion in Teams.
3. Decision-Making Styles and Team Problem-Solving.
4. Motivation, Engagement, and Accountability.
5. Handling Conflict and Difficult Team Behaviours.

DAY 3: Leading and Sustaining High-Performance Teams

1. Characteristics of High-Performing Teams.
2. Team Leadership Styles and Situational Leadership.
3. Performance Measurement and Feedback in Teams.
4. Virtual, Hybrid, and Cross-Cultural Teams.
5. Action Planning: Applying Learning to the Workplace.

Case Study: Google – Building High-Performing Teams through Project Aristotle