



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

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High-Performance Project Teams: Leadership, Collaboration & Results

Duration: 5 days

On-Site

01 Who Should Attend

- PMO Professionals
- Project Team Members preparing for leadership roles
- Operations and Functional Managers
- Business Analysts and Consultants
- Department Heads and Supervisors
- Professionals managing cross-functional teams
- Professionals seeking to strengthen their project leadership capabilities

02 About the Course

The **Level Up: Leading High-Performance Project Teams Training Course** is designed to equip project leaders, managers, and team supervisors with the practical leadership skills needed to build, motivate, and sustain high-performing project teams. The course focuses on the people and leadership factors that drive successful project delivery, including communication, collaboration, accountability, motivation, conflict management, delegation, and performance improvement. Participants will explore practical strategies for leading diverse teams, managing team dynamics, building trust, resolving challenges, and maintaining performance throughout the project lifecycle. Interactive exercises, case studies, role plays, and project scenarios will help participants translate leadership concepts into practical workplace skills.



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03 Workshop Objectives

- Foster a culture of trust and psychological safety.
- Apply principles of situational and servant leadership.
- Implement effective strategies for team motivation and empowerment.
- Navigate and resolve complex team conflicts.
- Coach team members for professional growth.
- Optimize team collaboration and communication.
- Measure and track key team performance metrics.
- Build resilience and adaptability within the team.
- Lead diverse and inclusive teams successfully.
- Conduct impactful performance reviews and feedback sessions.

04 Module Topics

Module 1: Foundations of Team Leadership

- The evolution of project leadership
- Defining a high-performance team
- The leader's role in creating culture
- Transitioning from manager to leader
- Setting a compelling team vision

Module 2: Building Psychological Safety

- The concept of psychological safety
- Creating an open and safe environment
- Encouraging constructive dissent
- Learning from failure without blame
- Fostering an atmosphere of trust

Module 3: Situational and Servant Leadership



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- Adapting your leadership style
- Understanding different team maturity levels
- Leading by serving your team's needs
- Empowering team members
- Removing obstacles for the team

Module 4: Motivation and Empowerment

- Intrinsic versus extrinsic motivation
- The role of autonomy, mastery, and purpose
- Delegation for growth
- Recognizing and rewarding performance
- Creating a sense of ownership

Module 5: Team Dynamics and Stages of Development

- The forming, storming, norming, and performing model
- Accelerating team development
- Identifying and addressing groupthink
- Building cohesion and rapport
- The impact of diverse personalities

Module 6: Effective Communication for Leaders

- Active and empathetic listening
- Giving and receiving feedback effectively
- Techniques for difficult conversations
- Communicating through change
- The power of non-verbal cues

Module 7: Conflict Resolution and Management



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- The leader's role in conflict
- Identifying the root causes of conflict
- Mediation and negotiation skills
- Facilitating win-win solutions
- Preventing future conflicts

Module 8: Agile Leadership and Team Performance

- The principles of agile leadership
- Leading self-organizing teams
- Facilitating daily stand-ups and retrospectives
- Using agile metrics to track progress
- Maintaining transparency and visibility

Module 9: Coaching for Performance

- The GROW model of coaching
- Asking powerful, open-ended questions
- Helping team members set goals
- Providing ongoing support
- Unlocking individual potential

Module 10: Remote Team Leadership

- Overcoming challenges of virtual teams
- Building trust and connection from afar
- Utilizing collaboration tools effectively
- Maintaining engagement in a remote setting
- The importance of regular check-ins

Module 11: Emotional Intelligence for Leaders



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- Self-awareness and self-regulation
- Social awareness and empathy
- Relationship management
- The impact of emotions on team dynamics
- Developing your EQ as a leader

Module 12: Project Stakeholder Engagement

- The leader's role in managing stakeholders
- Communicating team progress effectively
- Handling stakeholder expectations
- Building rapport with stakeholders
- Advocating for your team

Module 13: Decision-Making and Problem-Solving

- Facilitating group decision-making
- Brainstorming and creative problem-solving
- The role of data in decisions
- Recognizing and avoiding cognitive biases
- Turning problems into opportunities

Module 14: Measuring Team Success

- Defining success beyond project metrics
- Key performance indicators for teams
- Conducting team health checks
- Using surveys and feedback tools
- Continuous improvement cycles

Module 15: Celebrating Achievements and Handling Setbacks



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- Recognizing and celebrating team wins
- Building a culture of appreciation
- Learning from project setbacks
- Leading through failure gracefully
- The importance of resilience

Module 16: Leadership in Practice

- Role-playing real-world scenarios
- Peer coaching and mentorship
- Creating a personal leadership development plan
- Q&A and course wrap-up