

# Project Leadership: Building High-Performance Teams

Length: 4 Days

## COURSE CONTENT

### INTRODUCING LEADERSHIP THEORIES AND APPROACHES

- Defining high-performing, winning teams
- Identifying the actions of successful leaders
- Embracing situational vs. positional leadership

### ASSESSING YOUR LEADERSHIP SKILLS

- Exploring your motives and priorities
- Appraising your values and attitude
- Examining your support network and sphere of influence

### MANAGING YOUR EMOTIONAL INTELLIGENCE

- Developing your self-awareness and social awareness
- Applying emotional intelligence to project management

### BUILDING A TEAM IDENTITY AND PURPOSE: FOSTERING A TEAM STATE OF MIND

- Turning hard work into an enjoyable experience

### DEFINING THE FUTURE

- Clarifying and communicating your vision and goals
- Collaborating on project objectives
- Empowering others to act

### DEVELOPING PRODUCTIVE TEAMS: CRAFTING A HEALTHY, WINNING CULTURE

- Agreeing on standards and ground rules
- Encouraging feedback and nurturing the emotional intelligence of your team
- Creating psychological safety through mutual respect

### OVERCOMING COMMUNICATION BARRIERS

- Clarifying roles, responsibilities and boundaries
- Learning the language of leadership
- Turning conflict to your advantage

### OPTIMIZING EFFICIENCY THROUGH MOTIVATED TEAMS: THINKING OUTSIDE OF THE BOX

- Challenging the process
- Making decisions efficiently and effectively

### EXAMINING THE ART AND SCIENCE OF MOTIVATION

- Balancing personal needs with organizational goals
- Adapting leadership to individual work styles
- Building ownership through delegation
- Managing virtual, remote and global teams
- Recognizing the importance of physical space

### MONITORING EXTERNAL AND INTERNAL RISKS: COMBATING THE DANGERS OF OUTSIDE INFLUENCES

- Assessing the organization's capacity for change
- Balancing project constraints and avoiding burnout
- Managing project subjectives and office politics
- Dealing with daily distractions and disruptions

#### **GUARDING THE TEAM FROM ITSELF**

- Managing underperformers
- Recognizing the perils of Groupthink
- Defending the team against your own shortcomings

#### **SUSTAINING HIGH PERFORMANCE: RECOGNIZING SUCCESS**

- Celebrating success and failure
- Building morale
- Applying "Lessons Learned"

#### **REACHING THE NEXT LEVEL**

- Assuming responsibility and holding each other accountable
- Achieving autonomy and self-management
- Taking calculated risks

#### **BUILDING A PROJECT LEADERSHIP BEST-PRACTICES TOOLKIT**

- Beginning with the end in mind: defining your success
- Mapping the leadership services to the project life cycle
- Generating your personal leadership action plan
- Creating your customized project leadership framework