

Leading High-Performing Teams under Pressure

Duration – 2 days

OVERVIEW

Improving performance is a continual challenge in the corporate world. Individuals and organisations that succeed are resilient and thrive under pressure. A central feature of exceptional performance is creating teams that are highly effective. In turn, this requires a motivated workforce comprising employees who are focused on achieving team and organisational goals.

This leadership course will focus on giving you the tools and techniques to uphold a higher performance culture when pressure builds up. The concepts you'll explore during the two days are based on academic research to allow you and your team to cope with adversity and develop a motivational climate conducive to effectiveness. The course is evidence-based, drawing on various fields of research such as cognitive, military and sport psychology.

You'll examine the power of performance psychology and use it to reveal and nurture talent in your team.

IS IT RIGHT FOR ME?

This course is suitable for leaders in results-driven organisations. The course addresses common challenges faced by leaders - improving team effectiveness, optimising employees' performance, gaining self-awareness of their management styles and reducing the impact of stress on corporate and individual performance.

WHAT WILL I LEARN?

By the end of this course you will learn:

- What a high-performing culture looks like
- The advantages and limitations of different leadership styles
- The three essential components of a highly motivated workforce
- How to respond to pressure in order to minimise stress in the workplace
- How stress impacts individual and team performance
- How to create a high-performing team

WHAT WILL IT COVER?

Leadership

- Charismatic, transformational and narcissistic leadership styles
- Impact of each on team dynamic
- The importance of tolerating anxiety
- Performance psychology for better team effectiveness
- Case studies from business and international sport

Dynamics of Performing Teams

- Common attributes of high-performing teams
- Peak performance model of teams
- Case studies from high-performing professions – success and failure in teamwork
- Social identity and cohesion

- Appraising team performance

Pressure and Stress

- Recognise the warning signs
- How some people thrive under pressure
- How pressure can lead to stress and how to prevent this escalation
- Effect of stress on individual and team performance
- Case study from aviation
- How to increase individual and team resilience
- How to deal with individual or team burnout

Motivation

- The importance of motivation in achieving performance excellence
- How organisations try to motivate staff and why it's ineffective
- The key drivers of human motivation
- Understanding why people do what they do

Further courses to consider

Building Resilience and Sustainable Team Performance - for Managers and Leaders

WHAT WILL IT COVER?

Louder than Words: Body Posture and Language

- How physical actions and posture affect the brain and thus our confidence
- The story your habitual posture tells us
- Owning your space with grace: from the meeting to the speech
- Actions to suit the words: fluent body language

Transform and Inspire: The readiness is all....are you ready?

- Overcoming nervousness and communication tics
- Experiencing equality with your staff, colleagues and seniors
- 360° availability: heightened perception and listening skills
- Creating a two way emotional connection as you speak and listen

The Free Voice: Sounds Interesting

- Freeing vocal tension for a clear, strong, sound
- Unlock vocal expressiveness to move and inspire
- Energise the voice to be powerful but without force
- Speak from your entire body to lead others by attraction not promotion

Eloquent Speaking: Be Epic - Be Intimate

- Synching the mind and mouth: mean what you say when you are saying it.
- Speaking with effortless energy and passion
- Be done with fillers: "like, um, eh, right"- own your words and stay present
- Listen while you are speaking and make that emotional connection

Content Matters: It is what you say and the way that you say it

- Efficient structured thought: lean and clean communication
- The voyage of the thought: taking us home
- Confident courageous conversations: speak with humanity and gravitas.
- Choosing the right words to inspire and to move: speech from the heart

From pixels to paper: Hi-Tech and Low-tech communication challenges

- On camera technique for video, Webex, Skype etc.
- On the mic technique for PA, public speaking, phone conference
- Effectively working with slides, images and video as support
- Working with podiums, lecterns and in-hand sight-reading