

ADVANCED LEADERSHIP & TEAM MANAGEMENT



GENTEX[®]
TRAINING CENTER



Introduction

Managers who lead teams well do two jobs at once: they set direction and they build the people who deliver it. The Advanced Leadership & Team Management Training Course develops both capabilities together rather than treating them as separate topics. Participants learn to set clear direction, build high-performing teams, delegate with confidence, and manage performance fairly. Furthermore, the course covers coaching, feedback, conflict resolution, and motivation. In addition, it addresses change leadership, stakeholder influence, and team performance measurement. As a result, participants return with a practical leadership approach, stronger teams, and measurable delivery improvements.

Advanced Leadership & Team Management Course Objectives

- Set team direction using vision, objectives, and the Balanced Scorecard.
- Apply the situational leadership model to different team members.
- Build high-performing teams using the Tuckman model and RACI clarity.
- Delegate effectively with clear authority and accountability levels.
- Coach team members using the GROW model and structured conversations.
- Give and receive feedback using the SBI model.
- Run performance management cycles with objective measures.
- Resolve conflict between team members constructively.
- Lead change with Kotter's eight-step model and communication planning.
- Measure team performance with engagement and delivery KPIs.

Course Methodology

- Instructor-led sessions combining leadership theory with team practice.

LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Leadership style self-assessment and structured reflection exercises.
- Case studies of team leadership in corporate, public, and industrial settings.
- Role-play exercises on delegation, coaching, and difficult conversations.
- Group workshops building team charters, RACI maps, and KPI sets.
- Continuous knowledge checks and a final assessed leadership project.

Who Should Take This Course

- Team leaders and first-line managers.
- Department managers and section heads.
- Project managers leading cross-functional teams.
- Newly appointed managers moving from specialist roles.
- Supervisors preparing for wider management responsibility.
- High-potential staff on leadership development tracks.

Advanced Leadership & Team Management Course Outlines

Day 1: Leadership Foundations and Team Direction

- Leadership versus management in day-to-day practice.
- Vision, objectives, and SMART goal setting for teams.
- Leadership styles and the situational leadership model.
- Team development stages according to Tuckman.
- Aligning team objectives with organisational strategy.
- Personal leadership strengths, values, and blind spots.
- Workshop: drafting a team vision and objective set.





Day 2: Building High-Performing Teams

- Characteristics of high-performing teams.
- Roles, responsibilities, and RACI clarity.
- Building trust and psychological safety.
- Team charters, ground rules, and ways of working.
- Leveraging complementary strengths and managing diversity.
- Handling dysfunctional behaviour early.
- Workshop: building a team charter and role map.

Day 3: Delegation, Coaching, and Development

- Delegation levels and matching tasks to capability.
- Barriers to delegation and how to overcome them.
- The GROW coaching model in daily practice.
- Structured feedback using the SBI model.
- Recognition practices that reinforce performance.
- Succession planning and developing future leaders.
- Workshop: coaching practice with structured feedback.

Day 4: Performance, Conflict, and Difficult Conversations

- Performance management cycles and objective measures.
- Setting performance standards and review criteria.
- Managing underperformance with improvement plans.
- Sources of workplace conflict and constructive handling.

LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Mediating between team members effectively.
- Handling difficult conversations with composure.
- Workshop: running a performance and conflict conversation.

Day 5: Change Leadership and Team Performance

- Kotter's eight-step change model at team level.
- Communicating change and addressing resistance.
- Stakeholder mapping and power-interest analysis.
- Team KPIs: engagement, delivery, quality, and retention.
- Continuous improvement routines for teams.
- Building a personal leadership development plan.
- Workshop: presenting a team performance and improvement plan.

Conclusion

By successfully completing the Advanced Leadership & Team Management Training Course, participants will have acquired the knowledge to set team direction, build and develop high-performing teams, delegate with clarity, coach and give feedback, manage performance fairly, and lead change with a structured plan. They will also gain the ability to resolve conflict constructively and measure team performance through clear indicators. Furthermore, the course prepares leaders to lift a whole team's capability, not just their own output. Gentex Training Center delivers this programme with a strong emphasis on practical, workplace-ready leadership practice.

FAQs





Q1 What is the "Advanced Leadership & Team Management" course about?

It is a practical programme on leading and managing teams to a high standard. It covers setting team direction, situational leadership, high-performing team development with RACI clarity, delegation and coaching, feedback and performance management, conflict resolution, change leadership, and team performance measurement.

Q2 What are the key benefits of the "Advanced Leadership & Team Management" course?

Participants gain a working method that raises the performance of the whole team rather than only their own output. The course improves delegation and reduces bottlenecks, strengthens feedback and coaching, lowers avoidable conflict and staff turnover, and gives managers reliable measures to report on team delivery.

Q3 What skills will I gain from the "Advanced Leadership & Team Management" course?

Team direction setting and situational leadership; high-performing team building and role clarity; delegation, coaching and performance management; and conflict resolution, change leadership and team performance measurement.



Q4 What tools, methods, or standards are covered in the "Advanced Leadership & Team Management" course?

The course covers the situational leadership model, SMART objectives, the Tuckman team development stages, the RACI matrix, team charters, delegation level models, the GROW coaching model, the SBI feedback model, performance improvement plans, Kotter's eight-step change model, stakeholder power-interest grids, and team KPIs for engagement, delivery, and retention.

Q5 How is the "Advanced Leadership & Team Management" course applied in real-world practice?

Graduates apply it by setting team objectives from organisational strategy, agreeing a charter with defined roles, and delegating with clear authority levels. They also coach members regularly, run objective performance reviews, resolve disputes early, lead change with a communication plan, and review engagement and delivery indicators monthly.