

ADVANCED TEAM LEADERSHIP



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TRAINING CENTER



Introduction

Teams rarely underperform because members lack talent; they underperform because leadership, clarity, and trust are missing. The Advanced Team Leadership Training Course addresses those three factors directly. Participants learn to set direction, define roles, build trust, and raise the standard of how their team works together. Furthermore, the course covers motivation, coaching, feedback, and handling conflict before it hardens. In addition, it addresses remote and hybrid team leadership, change, and performance measurement. As a result, participants return with practical methods that lift team capability, not just individual output.

Advanced Team Leadership Course Objectives

- Set team direction using vision, objectives, and the Balanced Scorecard.
- Apply the situational leadership model to individual team members.
- Build high-performing teams using the Tuckman model and RACI clarity.
- Create team charters and shared working standards.
- Build trust and psychological safety within the team.
- Coach team members using the GROW model and structured feedback.
- Give and receive feedback using the SBI model.
- Resolve conflict between team members constructively.
- Lead remote and hybrid teams with clear communication routines.
- Measure team performance with engagement, delivery, and quality KPIs.

Course Methodology

- Instructor-led sessions combining team leadership theory with practice.
- Team diagnostic exercises and leadership style self-assessment.
- Case studies of team leadership in corporate, public, and industrial settings.

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- Role-play exercises on coaching, feedback, and conflict conversations.
- Group workshops building team charters, RACI maps, and KPI sets.
- Continuous knowledge checks and a final assessed team leadership project.

Who Should Take This Course

- Team leaders and first-line managers.
- Department managers and section heads.
- Project managers leading cross-functional teams.
- Supervisors preparing for wider team responsibility.
- Remote and hybrid team leaders.
- High-potential staff moving into team leadership.

Advanced Team Leadership Course Outlines

Day 1: Team Direction and Leadership Foundations

- What makes teams perform and what holds them back.
- 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 and blind spots.
- Workshop: running a team diagnostic with your own team.

Day 2: Roles, Trust, and Working Standards

- Clarifying roles, responsibilities, and decision rights.



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- Applying the RACI matrix to team processes.
- Building trust and psychological safety.
- Team charters, ground rules, and ways of working.
- Managing diversity and leveraging complementary strengths.
- Handling dysfunctional behaviour early.
- Workshop: building a team charter and role map.

Day 3: Motivation, Coaching, and Development

- Motivation drivers and what actually engages people.
- Coaching daily work with the GROW model.
- Structured feedback using the SBI model.
- Recognition practices that reinforce performance.
- Individual development plans and stretch assignments.
- Succession planning within the team.
- Workshop: coaching practice with structured feedback.

Day 4: Communication, Conflict, and Remote Teams

- Communication norms for meetings, email, and Microsoft Teams.
- Active listening, questioning, and summarising.
- Sources of team conflict and constructive resolution.
- Mediating between team members effectively.
- Leading remote and hybrid teams with clear routines.
- Handling difficult conversations with composure.
- Workshop: resolving a live team disagreement.





Day 5: Change, Performance, and Team Improvement

- Kotter's eight-step change model at team level.
- Communicating change and addressing resistance.
- Team KPIs: engagement, delivery, quality, and retention.
- Continuous improvement routines for teams.
- Building resilience and managing workload pressure together.
- Building a personal team leadership development plan.
- Workshop: presenting a team improvement plan.

Conclusion

By successfully completing the Advanced Team Leadership Training Course, participants will have acquired the knowledge to set team direction, clarify roles, build trust, coach and develop members, resolve conflict constructively, and lead remote or hybrid teams with consistent routines. They will also gain the ability to lead change and measure team performance through clear indicators. Furthermore, the course prepares leaders to build a team that performs without depending on them for every decision. Gentex Training Center delivers this programme with a strong emphasis on practical, workplace-ready team leadership.

FAQs



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

It is a practical programme on leading a team to sustained high performance. It covers team direction setting, situational leadership, role clarity with RACI, trust and psychological safety, coaching and feedback, conflict resolution, remote and hybrid team leadership, change, and team performance measurement.

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

Participants gain a working method that lifts the performance of the whole team rather than their own output alone. The course improves clarity and reduces duplicated effort, strengthens coaching and feedback, lowers avoidable conflict and turnover, and helps remote and hybrid teams work with the same consistency as co-located ones.

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

Team direction setting and situational leadership; role clarity, trust building and working standards; coaching, feedback and team development; and conflict resolution, remote team leadership and performance measurement.



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

The course covers the situational leadership model, SMART objectives, the Tuckman team development stages, the RACI matrix, team charters, the GROW coaching model, the SBI feedback model, individual development plan formats, Kotter's eight-step change model, communication routines for Microsoft Teams and hybrid work, and team KPIs for engagement, delivery, quality, and retention.

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

Graduates apply it by running a team diagnostic, setting objectives from organisational strategy, and agreeing a charter with defined roles. They also coach members regularly, give feedback as work happens, resolve disputes early, run consistent communication routines for remote colleagues, and review team KPIs each month.