



BUILDING HIGH PERFORMANCE TEAMS



COURSE OVERVIEW

This dynamic and interactive training course equips leaders and team members with the essential tools and strategies to develop, lead, and sustain high-performing teams. Through real-world case studies, group exercises, and guided discussions, participants will explore the core components of team effectiveness including trust, communication, accountability, goal alignment, and resilience. The course empowers participants to unlock team potential, foster collaboration, and drive consistent results in complex and evolving work environments.

DATES, VENUES AND FEES



14 – 18 December 2025 - Dubai

(5 Days)

Fees

US\$ 4500

Note: Fee is per participant + 5% VAT (if applicable).
Groups from the same company can enjoy a **discounted** price.

WHO SHOULD ATTEND?

This course is appropriate for a wide range of professionals but not limited to:

- Team leaders, supervisors, and project managers
- Department heads and middle-level managers
- HR and organizational development professionals
- Aspiring leaders and high-potential employees
- Anyone responsible for building or leading a team in any sector

CONTACT US NOW

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ACCREDITATION



This training course is certified by CPD.

The CPD Certification Service is the leading independent CPD accreditation institution operating across industry sectors to complement the Continuing Professional Development policies of professional institutes and academic bodies. The CPD Certification Service provides support, advice, and recognised independent CPD accreditation compatible with global CPD principles. CPD is the term used to describe the learning activities professionals engage in to develop and enhance their abilities and keep skills and knowledge up to date. CPD Units are only awarded to programmes after each programme is scrutinised to ensure integrity and quality according to CPD standards and benchmarks.

COURSE CERTIFICATE

MSTC certificate will be issued to all attendees completing a minimum of 80% of the total tuition hours of the course.

CPD internationally recognized certificate will be issued for all participants who will meet the course requirements. CPD certificates will be issued within a month of the successful completion of the course.

TRAINING METHODOLOGY

- Expert-led sessions with dynamic visual aids
- Comprehensive course manual to support practical application and reinforcement
- Interactive discussions addressing participants' real-world projects and challenges
- Insightful case studies and proven best practices to enhance learning

LEARNING OBJECTIVES

By the end of this course, participants should be able to:

- Understand the characteristics of high-performing teams.
- Assess their team's current stage of development and performance gaps.
- Build trust and psychological safety to foster collaboration and openness.
- Improve communication, conflict resolution, and team alignment.
- Establish clear goals, roles, and accountability frameworks.
- Motivate team members and manage performance effectively.
- Develop strategies to enhance team adaptability, resilience, and innovation.
- Create an actionable plan to enhance the performance of their own teams.

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COURSE OUTLINE

DAY 1

Introduction to High Performance Teams

- Pre test
- Defining high performance and team success
- Stages of team development (Tuckman model)
- Attributes of successful teams
- Common challenges in team dynamics
- Team performance self-assessment
- Exercise

DAY 2

Trust, Communication, and Collaboration

- Building trust and psychological safety
- Effective communication styles and active listening
- Encouraging open feedback and dialogue
- Overcoming communication barriers in teams
- Enhancing collaboration and mutual respect
- Role-plays

DAY 3

Goal Setting, Roles, and Accountability

- Setting shared vision, purpose, and objectives
- SMART goals and OKRs
- Defining roles and responsibilities
- Accountability frameworks (e.g., RACI)
- Aligning individual goals with team outcomes
- Group Exercise

DAY 4

Motivation, Performance, and Conflict Management

- Motivational theories applied to teams
- Recognizing and addressing performance issues
- Giving and receiving constructive feedback
- Managing conflict constructively
- Coaching and mentoring within teams
- Case studies

DAY 5

Sustaining High Performance and Team Development

- Building team resilience and adaptability
- Continuous improvement and learning culture
- Agile practices and team rituals
- Celebrating team successes
- Creating a 90-day action plan for team improvement
- Post test

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