

***“Shedding
Light
on Skills
Development”***



Kwelanga

TRAINING

engage | inspire | elevate

Building High Performance Teams (2 Days)

LEADERSHIP BEHAVIOURS

Defining Management and Leadership

- Good behaviours or actions
- Impact on the team
- Leadership behaviours – innovates, focuses on people, inspires trust

Adaptive Leadership

- Leadership style self-assessment
- Adapting leadership styles
- Leadership and adapting to individual social styles
- Behavioural flexibility
- Leadership and management styles' impact on team's self-esteem and confidence.

High Performance Leadership

- Leadership roles
- Vision, mission and values
- High performance culture

The Role of a Leader

- Commitment to team members
- Desire to support and serve
- Essential prerequisites of leaders: enthusiasm, energy, inspiration and expertise
- Ensuring clarity of direction, establishing a clear vision
- Leading by example – be a role model
- Responsible and accountable leadership
- Using initiative and taking own decisions

Building Trust

- Effective communication
- Time, respect, unconditional positive regard, sensitivity and transparency
- Ways to build trust
- Effective listening
- Psychological safety & role in trust

Motivating your Team

- Can do or can't do approach
- Motivation tips for managers

MANAGING HIGH PERFORMANCE

Managing Teams

- Organisational performance requirements and objectives
 - Setting objectives with team members – follow the SMART rule
 - Alignment of team performance assessment approaches
 - Balance scorecard and benchmarking
 - Conducting a GAP analysis
 - Identify potential difficulties in achieving optimal team performance
 - Poor communication
 - Team dynamics
 - Team development
- Examination of potential conflict or difficult situations

Performance Monitoring

- Long term control and feedback
- Solving performance deviations
- Identifying areas of weakness in an organisation's control process
- Possible solutions on how to exercise control and general control principles

Action Planning

- Conducting a SWOT analysis
- Making your team improvement plan

A Way Forward – Personal Elevation Plan

TRAINING METHODOLOGY



Our training methodology is designed with a core focus: to ensure that the knowledge acquired translates into tangible results, adding substantial value and visibly improving performance within the workplace.

We employ an outcomes-based approach, fostering active engagement through highly interactive, facilitator-led sessions.

WHAT WE OFFER

- | | |
|---|------------------|
| ▪ Public Courses vs Closed Group Training | ▪ Customisation |
| ▪ Face-To-Face Training (F2F) | ▪ Impact Compass |
| ▪ Virtual Instructor-Led Training (VILT) | ▪ myQuest LMS |



POST COURSE ASSISTANCE

Contact the Coach” – Bridging Learning for Business Results

We offer a continued learning relationship providing **FREE** access to post course support to embed the knowledge gained. Our advisors are subject matter experts in each area of specialisation.

Delegates can 'Contact the Coach' for support, Information or assistance with additional questions regarding the application of theory covered during the course.



Personal Elevation Plan – Bridging the Gap from Training to Workplace Application

The Personal Elevation Plan isn't just a takeaway – it's a structured, practical guide that helps delegates seamlessly transition their learning into real-world action.



Sustained Development and Accountability: By tracking progress and engaging with their managers, delegates stay committed to their growth, making learning an active part of their professional journey.

A Tool for Measurable Impact: Rather than training being a one-time event, this plan enables organisations to see tangible results by embedding new skills into everyday work.

A Catalyst for Meaningful Conversations: Ideal for one-on-one coaching and performance discussions, the plan encourages ongoing development dialogues between delegates and their managers

OUR COMMITMENT TO YOU ...

Kwelanga Training's Commitment

To develop and inspire each individual to be the best that they can be.

To assist clients in the transfer of skills and positive behaviour change.