



Leading High Performance Teams ~ Task and People Skills for Middle Managers ~

- Specially designed for those leading larger teams where understanding people and team synergy is key to business success
- Uses the MBTI® to raise self awareness and awareness of others

Middle managers need to be confident about their leadership style. This means being aware of themselves and the natural gifts they bring to leadership. They also need to learn how to adapt their style for situational leadership. Participants will learn how to produce outcomes in these areas and use check lists to ensure that they take these skills back to their team in the workplace.

This 2 module programme enables middle managers to become highly effective team leaders. It uses a model for building high performance teams based on the following 5 areas of team development:

- Interpersonal relationships — which build team synergy
- Talented members — who feel confident and competent to contribute
- Clear responsibilities — so that everyone knows what to do
- Effective operating procedures — so time is used effectively
- Reinforcement systems — so people feel good about high performance teams

The key management skills and competencies delivered in this programme are:

- Ethics
- Communication
- Planning
- Delegation
- Motivating teams
- Performance management
- Evaluating and learning from mistakes

Core Leadership Programmes

Moving into Management | **Leading High Performance Teams** | Strategic Leadership | Building the Executive Team | Executive Development

Over the last 20 years Management Development Services Ltd. (MDS) has achieved a notable track record in Greater China, raising levels of effectiveness for leaders and sales professionals. Using the best assessment instruments available, we have created a series of outstanding core leadership programmes to address the needs of leaders at all levels in the organisation.

For more information about **Leading High Performance Teams** or any of our other programmes or assessment instruments please contact MDS at:

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Leading High Performance Teams

This is a 4 day programme delivered in 2 modules, with a pre-course MDS 360 Skills Assessment and Learning Circles after each module to follow up workplace assignments.

Module 1 — Finding Your Leadership Style

- Day 1 Awareness of Self and Others
- People in teams
 - Understanding personality types
 - Working with the differences
 - Building your leadership profile
- Day 2 The Building Blocks of Leadership
- Ethics and trust
 - Communication in action
 - Planning with your team
 - Motivating your team

Module 2 — Managing High Performance

- Day 1 Performance Management
- Performance and goal setting
 - Key skills for giving performance feedback
 - Dealing with poor performance
 - Keeping performance on track - role plays
- Day 2 Stepping up to Leadership
- Empowering people by delegation
 - Leadership in action
 - Managing success and failure
 - From transactional to transformational leadership

Blended Learning

Blended learning ensures that the training produces new attitudes and behaviours in the workplace – and ensures clients get value for money.

Pre-course Preparations

- Pre-course Questionnaire (PCQ)
- MDS 360® Skills Assessment
- Psychometric assessment: MBTI®
- Selected reading (short documents)

Post-course Learning Circles

A learning circle group is 4 – 5 people who formed a table team during the workshop. The learning circle lasts for 1.5 hours (4 learning circle groups in 1 day). These are powerful reviews which ensure:

- post-course workplace assignments are completed
- participants deepen and reinforce their learning
- new attitudes and behaviours are embedded in the workplace
- participants move forward with individual development plans

MDS specialises in leadership development, executive coaching, sales effectiveness and assessment instruments. With this unique combination our great teams of leadership and sales trainers, executive coaches and course designers provide programmes which really boost your business performance.

