

ASPIRE™

Consulting and Training Ltd.

5 Day Certificate in Leading High Performing Teams

ASPIRE™
TRAINING.ASIA



Influence Empower Success



INTRODUCTION TO ASPIRE

Aspire Consulting and Training Ltd is committed to providing results driven and innovative learning solutions adding true value to all customers to support their growth in people, processes and performance.

Aspire specialises in global consulting and learning, working with multi-national organisations and government departments across the world. We have a reputation for providing high quality bespoke and accredited programmes for our customers to support their leadership teams, strategic thinking and wide range of learning and development programmes to ensure their people are at the forefront of their sectors.

Aspire is a trusted partner to many leading organisations both in the UK and internationally. our focus on ensuring your organisation understands the return on investment it should achieve from the programmes we deliver is paramount to the success of our future relationships with all our customers.

Our unique approach to designing bespoke learning and development solutions for our customers enables us to design, in conjunction with experts in that field, a truly tailored solution that maximises your return on investment. We believe that 'one size fits no one' when designing impactful courses that are focussed on changing the behaviours of individuals to impact on business results/performance.

We deliver a vast number of training programmes with a small selection below to offer a flavour of what we do:

- Becoming Management Material
- Strategic Leadership
- The Art of Influence and Negotiation
- Sales, Marketing and Branding
- Improving the Customer Experience
- Developing a Strategic Business
- Digital Business
- Lean Process Improvement
- Project Management
- Crisis and Risk Management

Below are several organisations we are currently or have supported with their development:

- The Environment Agency
- UNICEF
- Ministry of Transport Vietnam
- Jaguar Land Rover
- Total Cambodia
- Maybank
- Exxon Mobile
- Ministry of Education Oman
- Western Digital
- Malaysian Airways

Our experience and knowledge of different industry sectors offers us a unique position when working with our clients, as we can explore the true heart of the business and build our relationship, your people and your business in a dynamic and proactive way.

PURPOSE OF THE PROGRAM

A lot of focus is put on leadership development when in reality the leader is just one person, the real driving force behind a leader's success is their team. A team operating effectively as a single unit will always outperform the best individual operating on their own. More importantly, no matter how knowledgeable and competent individual members of team may be, a dysfunctional team will undermine organisational goals, drain morale and waste effort.

With the increased commercial pressures and target driven cultures many leaders are now considering how to get the highest levels of performance from their people. The single most important factor in driving effective teamwork and team engagement is the behaviour and style of the leader. This Leading High Performing Teams training course explains how to harness the team's potential, and introduces techniques for moving the team to peak performance.

This ASPIRE Management & Leadership training course is highly interactive and participants are expected to discuss their unique situation as well as practicing the tools they are learning.

Highlights include:

Discovering the link between the leader's behaviour and team performance
Finding new ways to measure and manage performance
Unique techniques to truly tap into motivation
Harnessing the dynamics of the team through personality profiling
Optimising team flexibility and commitment using advanced coaching skills

This ASPIRE Leading High Performing Teams training course is suitable to a wide range of leadership and management functions from experienced leaders through to junior / middle managers who might be new to the role of leadership:

- Leaders who are looking to update their skillset and ability
- Managers who have taken on a new team leadership role
- Managers who have a challenging team or feel their teams are 'stuck'
- Senior Management wanting to learn modern leadership techniques
- Project Managers or those with a project management role

ABOUT THE PROGRAM

ORGANISATIONAL IMPACT

Team leaders and managers who have shared and practiced different ways of performing the key leadership functions offer increased self-awareness, flexibility and confidence.

- Increased team productivity
- Greater teamworking and collaboration
- More creativity and innovation from team members
- Problems get solved quicker
- Performance issues can be addressed directly
- Fewer interpersonal challenges and complaints between team members

PERSONAL IMPACT

Participants will be exposed to a range of different approaches to outstanding leadership practice, allowing them to select those most suitable for their team's requirements and the changing situations they together face.

- Great confidence in appropriate leadership actions
- Increased clarity of role and necessary actions
- Heightened self-awareness and self-understanding
- New tools to motivate and inspire others
- Processes for evaluating and adapting to personality types
- Improved self-control in challenging situations

ABOUT THE PROGRAM

Learning Objectives

At the end of this training course, you will learn to:

- Understand what elements of your role as leader give greatest return
- Identify and leverage individual talent within the team
- Engage and motivate the team using vision techniques
- Establish clear objectives and standards of performance for your team
- Read personality preferences and adapt your leadership accordingly
- Manage and use advanced coaching techniques to replace 'tell' with 'ask'

Training Methodology

This Leading High Performing Teams training course uses a range of approaches to learning, including experiential group activities, individual exercises, mini-case studies, role plays and syndicate discussions. Formal inputs are used to introduce underpinning theory. A key part of the learning process is sharing the differing experiences that participants bring, as well as experimenting with novel – and sometimes challenging – techniques. A psychometric instrument will be used to generate a personality profile, which will contribute to your understanding of your preferences and personal style.

5 DAY COURSE OUTLINE

Day 1

Teams and their Leaders

- The Relationship between Teams, Leaders and Managers
- Key Leadership Tasks and Responsibilities
- Balancing Influence, Authority and Power
- Different Leadership Styles and Style Flexibility
- Self-awareness and Getting Feedback
- Emotional Intelligence and Rapport

Day 2

Vision, Direction & Alignment

- Creating a Shared Vision
- Aims, Objectives and Goal Alignment
- Developing Meaningful Objectives and Indicators
- Divergent Approaches to Problem-solving
- Communicating a Compelling Vision
- Taking a Coaching Approach to Problem Solving

Day 3

Team Dynamics

- Stages of Team Development
- The Sociology of The Team
- Characteristics of High-performing Teams
- Balancing Different Team Roles and Personality Types
- Non-traditional Team Structures
- Delegation and Empowerment

Day 4

Developing the Team

- Personality Types and The Mix Needed For Success
- Building a Coherent Team
- Self-managing Teams and Their Challenges
- Coaching, Mentoring and Self-directed Learning
- Feedback and Appraisal
- Leveraging Team Strengths For Peak Performance

Day 5

Performance & Conflict Management

- Defining Performance
- Approaches to Measuring Team and Individual Performance
- Performance Management: Science or Art?
- Giving and Receiving Feedback Effectively
- Conflict as A Catalyst for Team Development
- Dealing with Challenging Interpersonal Relations



PRICING AND DELIVERY

Our programs

Delivered :

- London – UK
- New York - USA
- Kuala Lumpur – Malaysia
- Ho Chi Minh City - Vietnam
- Bangkok – Thailand

Times

Start 09.00

Finish 17.00

5 Day program is 40 learning hours

5 Day Program per person

GBP £ 3995.00

USD \$ 5195.00

- Non-residential cost
- Includes certification from AIPLD on final day
- Does not include hotel, flights and expenses
- Payment to made prior to training
- Each course will have a maximum of 15 delegates

WHY CHOOSE US?

Some ideas come and go and some change things forever. At **Aspire**, we've incorporated the best development techniques into our training so that your people not only come away with specific skills and action plans, but often see things in a different way.

Each of our training programmes set the stage for a game-changing conversation between your people and their managers. Whether they are coming to grips with sweeping changes in the organisation or grappling with the flood of young workers, our programmes give everyone a new point of view that helps and engage like never before.



CONTACT US

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We are fortunate to work with many different types of organisations around the world, working with many blue-chip company's and Ministerial Departments such as Education, Transport and Health in the UK, Oman, Thailand and Vietnam.

We work within manufacturing, retail travel, hospitality, finance and so many more.

So, we understand our clients needs.

