



## إدارة الأفراد بفعالية: قيادة فرق عالية الأداء

## إدارة الأفراد بفعالية: قيادة فرق عالية الأداء

المراجع: 103600539\_77733 التاريخ: 16 - 20 Aug 2027 الموقع: برشلونة الرسوم: Euro 5700

### Course Overview:

-This course is designed for managers aiming to enhance their people management skills and lead high performance teams effectively. Participants will gain insights into team dynamics, leadership development, conflict resolution, employee engagement, and talent retention strategies. With a focus on leadership techniques and managing diverse teams, the course offers practical approaches to drive success in team-based environments. By integrating people leadership skills with a clear focus on employee motivation and performance management, this course empowers managers to foster collaborative work cultures, improve team dynamics, and deliver exceptional results.

### Target Audience:

- Senior Managers
- Team Leaders
- HR Managers
- Department Heads
- Project Managers
- Supervisors

### Targeted Organizational Departments:

- Human Resources HR
- Learning and Development L&D
- Operations
- Sales and Marketing
- Customer Service
- Project Management

## Targeted Industries:

- Corporate Enterprises
- Financial Services
- Healthcare and Pharmaceuticals
- Retail and Consumer Goods
- Manufacturing
- Technology and IT

## Course Offerings:

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

- Apply effective leadership techniques for managing diverse teams.
- Utilize employee engagement strategies to motivate teams.
- Implement team management strategies to achieve high performance.
- Master the art of conflict resolution and improve team collaboration.
- Develop talent retention practices for long-term organizational growth.
- Enhance interpersonal relationships and team cohesion for better performance.

## Training Methodology:

This course employs an interactive, hands-on approach to learning, combining case studies, group work, and practical exercises. Participants will engage in role-playing activities that simulate real-world leadership challenges, helping them develop conflict resolution skills and refine their leadership style. Emphasis will be placed on coaching for managers, team building, and leadership development. Participants will receive continuous feedback, ensuring that learning is both reflective and actionable. The course will also incorporate strategies for managing team dynamics, creating a cohesive workforce, and implementing effective employee performance management systems.

## Course Toolbox:

- Access to leadership assessment tools for evaluating and improving management skills.
- Checklists for employee engagement, conflict resolution, and performance management.
- Practical case studies drawn from various industries.
- Tools for managing diverse teams and developing leadership coaching plans.

## Course Agenda:

### Day 1: Foundations of People Management

- Understanding People Management Skills Topic 1: •
- Leadership Development Techniques Topic 2: •
- Effective Leadership Styles for Managers Topic 3: •
- Managing High-Performance Teams Topic 4: •
- Introduction to Employee Engagement Strategies Topic 5: •
- Managing Diverse Teams in the Workplace Topic 6: •
- Reflecting on leadership effectiveness and people management skills. Reflection & Review: •

### Day 2: Building Strong Teams

- Stages of Team Development Topic 1: •
- Team Roles and Responsibilities Topic 2: •
- Creating and Implementing Team Building Strategies Topic 3: •
- Building Trust and Morale within Teams Topic 4: •
- Resolving Conflicts in Teams Topic 5: •
- The Role of the Manager as Facilitator Topic 6: •
- Analyzing team-building methods and overcoming challenges. Reflection & Review: •

### Day 3: Coaching and Leadership Techniques

- Coaching for Managers: Key Skills and Approaches Topic 1: •
- Mentoring vs. Coaching: Key Differences Topic 2: •
- Creating a Coaching Culture in Your Team Topic 3: •
- Leveraging Leadership Coaching for Employee Growth Topic 4: •
- Practical Coaching Exercises for Team Leaders Topic 5: •
- Leadership Development and Its Impact on Performance Topic 6: •
- Understanding the role of coaching in leadership development. Reflection & Review: •

## Day 4: Employee Performance Management and Retention

- Techniques for Managing Employee Performance Topic 1: •
- Setting Clear Expectations and Goals for Teams Topic 2: •
- Effective Feedback and Development Plans Topic 3: •
- Employee Engagement as a Retention Strategy Topic 4: •
- Motivating Employees for High Performance Topic 5: •
- Strategies for Recognizing and Rewarding Excellence Topic 6: •
- Reviewing performance management strategies and retention techniques. Reflection & Review: •

## Day 5: Advanced People Management Strategies

- Advanced Conflict Resolution Techniques for Managers Topic 1: •
- Strategic Workforce Management Topic 2: •
- Aligning Teams with Organizational Goals Topic 3: •
- Leading Teams through Change and Uncertainty Topic 4: •
- Creating a Positive Work Culture to Foster Success Topic 5: •
- Assessing and Improving Team Dynamics Topic 6: •
- Final reflection on advanced strategies for effective people management. Reflection & Review: •

## FAQ:

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

There are no formal prerequisites for this course, although prior experience in a leadership or management role would be beneficial.

How long is each day's session, and is there a total number of hours required for the entire course?

Each day's session is structured to last approximately 4-5 hours, totaling 20-25 hours over five days of instruction.

How can I best apply the learning from this course to my team's performance?

Participants will learn actionable strategies for improving communication, leadership, team cohesion, and performance management, which can be directly implemented in the workplace to see immediate improvements.

## How This Course is Different from Other People Management Courses:

What sets this course apart is its focus on both interpersonal and leadership skills within team management. It integrates modern coaching practices, effective conflict resolution, and proven employee engagement techniques to ensure managers not only lead but also empower their teams for optimal performance. Unlike other courses, we emphasize practical application through real-world case studies and a hands-on approach to leadership coaching and development

## فئات الدورات التدريبية

|                                                    |                                                     |
|----------------------------------------------------|-----------------------------------------------------|
| الدورات التدريبية في مجال البيئة والاستدامة        | دورات إدارة الجودة وتطوير العمليات                  |
| دورات إدارة و تحليل البيانات ودورات علم البيانات   | دورات إدارة و تطوير الموارد البشرية                 |
| دورات الذهن السيرياني ودورات تقنية المعلومات       | دورات الاتصال الجماهيري و السياسات والعلاقات العامة |
| دورات التدريب القانوني والهشتريات والتعاقدات       | دورات التسويق وإدارة علاقات العملاء وإدارة المبيعات |
| دورات الحوكمة وإدارة المخاطر والامتثال             | دورات السكرتارية و إدارة المكاتب                    |
| دورات الصحة والسلامة والذهن المهني                 | دورات الصيانة ودورات المجالات الهندسية المتنوعة     |
| دورات المحاسبة و التهويل و دورات الإدارة المالية   | دورات المهارات الشخصية وتطوير الذات                 |
| دورات في مجالات القيادة والإدارة                   | دورات معتمدة من قبل هيئات دولية                     |
| دورات مكتب إدارة المشاريع وإدارة المشاريع الرشيقية |                                                     |



## مدن التدريب

|                                   |                                      |                                         |
|-----------------------------------|--------------------------------------|-----------------------------------------|
| أهستردام<br>هولندا                | أكرا<br>غانا                         | أثينا<br>اليونان                        |
| الدار البيضاء<br>المغرب           | الجبيل<br>المملكة العربية السعودية   | استنبول<br>تركيا                        |
| القاهرة<br>مصر                    | الرياض<br>المملكة العربية السعودية   | الدوحة<br>قطر                           |
| باريس<br>فرنسا                    | الهناوة<br>مملكة البحرين             | الكويت<br>الكويت                        |
| براغ<br>جمهورية التشيك            | بانكوك<br>تايلند                     | باكو<br>أذربيجان                        |
| بورتو<br>البرتغال                 | برلين<br>ألمانيا                     | برشلونة<br>إسبانيا                      |
| تورنتو<br>كندا                    | تيليسي<br>جورجيا                     | بوكيت<br>تايلاند                        |
| جوهانسبرغ<br>جنوب افريقيا         | جنيف<br>سويسرا                       | جاكرتا<br>جمهورية اندونيسيا             |
| زنجار<br>تنزانيا                  | روما<br>إيطاليا                      | حلي<br>الإمارات العربية المتحدة         |
| سيول<br>كوريا الجنوبية            | سنغافورة<br>سنغافورة                 | سان دييغو<br>الولايات المتحدة الأمريكية |
| طرابزون<br>تركيا                  | شيكاغو<br>الولايات المتحدة الأمريكية | شرم الشيخ<br>مصر                        |
| عمان<br>المملكة الأردنية الهاشمية | طوكيو<br>اليابان                     | طشقند<br>أوزبكستان                      |
| فيينا<br>النمسا                   | فرانكفورت<br>ألمانيا                 | عن بعد<br>منصة زووم                     |



## مدن التدريب

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|--------------------|--------------------------|---------------------------------------|
| لانكاوي<br>ماليزيا | كيب تاون<br>جنوب افريقيا | كوالالمبور<br>ماليزيا                 |
| هاربيا<br>اسبانيا  | لندن<br>المملكة المتحدة  | لشبونة<br>البرتغال                    |
| هونتر<br>سويسرا    | مسقط<br>سلطنة عمان       | مدريد<br>اسبانيا                      |
| نيروبي<br>كينيا    | ميونخ<br>المانيا         | ميلان<br>ايطاليا                      |
|                    |                          | نيويورك<br>الولايات المتحدة الأمريكية |