



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Building and Managing High Performing Teams

3 day course

Classroom, online or in-house

Course overview

Teams are assembled from whoever was available and then expected to perform because the work was explained to them, which skips everything that actually makes a group effective. This course covers that missing part. Delegates work through the stages a team passes through and what a leader must supply at each, clarity of purpose and the difference between a shared goal and shared attendance, and roles, interdependence and how work is genuinely divided. Psychological safety is covered concretely as the conditions that let somebody admit a mistake early. Conflict is treated as necessary rather than as failure. Performance standards, accountability between peers and the free rider problem follow. The course closes on remote and cross site teams, and on renewing a team that has gone stale.

What you will learn

- Supply what a team needs at each stage of its development
- Establish a shared goal rather than shared attendance
- Divide work so roles and interdependence are clear
- Build the conditions that let people admit mistakes early
- Use conflict productively rather than suppressing it
- Hold performance standards and handle the free rider problem
- Sustain a remote or cross site team and renew a stale one

Who should attend

- New and existing team leaders
- Supervisors managing frontline or operational teams
- Project managers assembling cross functional teams
- HR practitioners supporting team development

Course outline

- 01 Assembled, then expected to perform
- 02 Team development stages and what each needs
- 03 Shared goal against shared attendance
- 04 Roles and interdependence
- 05 Psychological safety in practice
- 06 Conflict as necessary
- 07 Standards, accountability and free riders
- 08 Remote teams and renewing a stale one

Upcoming dates

Dates	Venue	Format	Fee per delegate
28 to 30 October 2026	Gaborone, Botswana	Classroom	R14,950
30 November to 2 December 2026	Online	Online	R6,500
9 to 11 December 2026	Maseru, Lesotho	Classroom	R14,950
14 to 16 December 2026	Casablanca, Morocco	Classroom	USD 995



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

AfriScience Group | +27 61 536 6531 | info@afriscience.co.za | Pretoria, Gauteng, South Africa