

Programme Overview

LEADING HIGH-
PERFORMING TEAMS



*Developing leaders and teams to achieve
consistently exceptional levels of performance -
the ultimate competitive advantage*



LEADING HIGH-PERFORMING TEAMS

The Leading High-Performing Teams (LHPT) Programme develops leaders and teams to achieve exceptional levels of performance. It is one of our most successful leadership development programmes and features as a core module in the corporate universities of some of the world's most successful companies.

Master the Art of Leading High-Performing Teams

The Oxford Leadership™ MASTER Model is a framework for creating alignment, engagement and accountability in leadership teams throughout the entire organisation. It is the leadership key to effective strategy execution and high performance.

“Oxford Leadership is the leading provider of executive development in Telefónica's Corporate University. More than 2,000 Telefónica Executives and Directors have completed the Oxford Leadership courses. The LHPT receives a consistently high level of evaluation.”

Rory Simpson
Chief Learning Officer, Telefónica

Oxford Leadership MASTER Model of Leadership

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Developing...	Through...	In order to...
Alignment	MEANING M	Provide a sense of purpose and direction
Engagement	AFFILIATION A	Develop a sense of belonging and inclusion
	SECURITY S	Support risk taking outside the comfort zone
	TRUST T	Develop high levels of trust and mutual respect
	ENERGY E	Develop fierce resolve and commitment
Accountability	RESULTS R	Develop absolute personal responsibility

What you will learn in the LHPT programme

- How to focus on the few things that make the biggest difference
- How to create a sense of purpose beyond financial targets
- Practical tools and techniques for problem solving and innovating
- How to handle conflict and crucial conversations
- How to build trust, respect and cooperation within the team
- How to harness diversity in perspectives and style
- How to coach and give constructive feedback in the team
- Develop a 90-day action plan to change vital habits and behaviours

Leading a High-Performing Team means

- Facilitating dialogue
- Optimising team dynamics
- Giving and receiving feedback
- Peer-to-peer coaching
- Appreciation and celebration
- Building trust
- Decision making



Leading High-Performing Teams

The Leading High-Performing Teams (LHPT) Programme shows leaders how to align and engage people with the strategy of their organisation. Conducted over a 2 to 4 day period (according to client context), LHPT provides tools and techniques to help leaders and teams master the currents of their organisation.



“Excellent. Definitely the best development programme I have ever attended.”

Chris Hall
Managing Director, Manx Telecom

Principles of the Leading High-Performing Teams Programme

Since every client situation is unique, each Oxford Leadership™ programme is tailored to the specific requirements of the client. Over many years we have developed a framework of core pedagogic principles which are applied in every case.

- Participants work on real issues, not artificial case studies
- Work is done in small syndicates to build community, increase social capital, and foster the collective intelligence of the team
- Learn the 7 leading change capabilities that create ‘A Winning Mood’
- LHPT is always contextualised in the reality of the client organisation. We take into account current business conditions and challenges; strategic priorities; history; mission; vision and values; organisational structure and culture.

The Benefits...

LHPT is an advanced leadership training programme for individual leaders and teams.

- A common, compelling purpose which excites and unites
- Improved teamwork based on trust, respect and collaboration
- Deeper capacity to deal with complexity and ambiguity
- Absolute personal responsibility
- Old habits replaced with new patterns of behaviour
- A fierce resolve to win

“During a highly turbulent period in the history of our 100 year old company, Oxford Leadership defines a new focus for the company and builds the determination, confidence and commitment amongst our managers to lead the change. We have achieved exceptional growth both in revenue and profitability. I consider this to be the fruit of the Oxford Leadership’s programs during this critical period.”

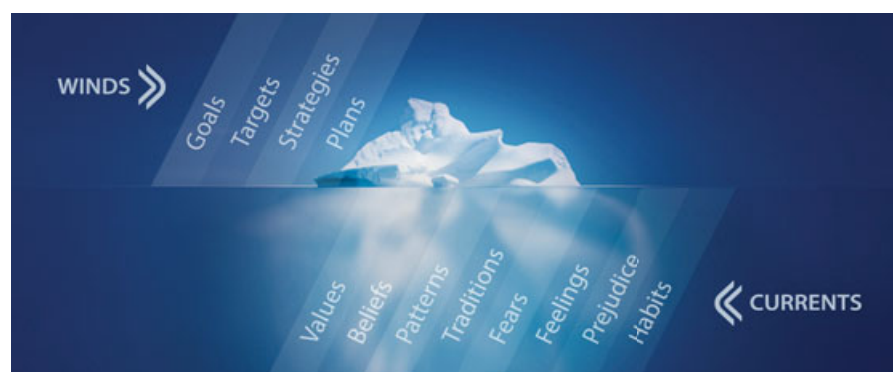
J.L. Shah
Managing Director
Atul Industries Ltd. India

“If the winds are blowing east to west, but the currents are flowing west to east, there is no doubt which way the iceberg will go.”

Brian Bacon
CEO, Oxford Leadership

Oxford Leadership “Master the Currents” Model

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For further information:
Go to www.oxfordleadership.com
or contact Global Headquarters

Oxford Leadership™ is a global leadership consultancy specialising in the people and cultural side of organisational transformation in very large enterprises.

We have over 215 partners, consultants and coaches in 28 countries throughout Europe, Latin America, Asia and the Middle East.

We are C-suite consultants and facilitators, coaches and mentors.

We transform leaders, align teams and create fierce resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change.

Our leadership development programmes have over 300,000 executive alumni. Our programmes have been part of the core curriculum in many of the world's most prestigious corporate universities.

Our methodologies are based on experience gained from supporting more than 100 corporate turnarounds and performance acceleration assignments in FTSE 100 and Fortune 500 companies.

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LEADERSHIP
CONSULTANTS

oxfordleadership.com

Oxford Leadership
Oxford Centre for Innovation
New Road, Oxford OX1 1BY
UK
+44 (0) 1865 261430
enquiries@oxfordleadership.com

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