



BUILDING AND LEADING HIGH-PERFORMING TEAMS





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Leadership development program

PROGRAM OVERVIEW

Leaders are among an organization's greatest assets. This program equips managers with the skills to build, inspire, and sustain high-performing teams, ensuring stronger business results and a culture of trust and accountability.

Through case studies, simulations, and practical team challenges, participants go beyond learning what great leadership is—they begin to live it.

WHO SHOULD ATTEND

- Middle and senior managers of small to medium-sized teams
- Emerging leaders preparing for expanded roles
- Organizations aiming to strengthen collaboration, trust, and team ownership

DELIVERY FORMAT

This program is typically delivered as a 2 or 3 day in-person workshop, with options for virtual delivery, modular half-day formats, or integration into ongoing leadership programs. Custom formats can be designed based on your organization's needs.

LEARNING EXPERIENCE & METHODOLOGY

- Adult learning principles – interactive, practical, reflective
- Experiential practice – simulations, role plays, case studies
- Peer learning – discussions and cross-functional collaboration
- Action planning – tools for immediate workplace application

EXPECTED OUTCOMES

- Build trust and strong relationships across teams
- Set clear goals and align team efforts effectively
- Delegate and empower with confidence
- Coach and develop talent to maximize potential
- Create motivated, accountable, high-performing teams

BUSINESS IMPACT

- Improved team performance and accountability
- Increased employee engagement and retention
- Stronger alignment with business goals

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“A leader is best when people barely know he exists... when his work is done, they will say: we did it ourselves.” — Lao Tzu

PROGRAM MODULES

Module 1: Getting the Best from Your Team

- Distinguish between management and leadership
- Understand team development stages and accelerate progress
- Identify employee engagement levels and raise commitment
- Sustain a performance culture across the team

Module 2: Building Performance Through Trust

- Explore trust as a two-way street for high performance
- Apply the character & competence model of trust
- Practice vulnerability and openness
- Develop a trust-building action plan

Module 3: Inspiring Shared Goals and Direction

- Define team purpose aligned with strategy
- Focus on critical goals for productivity and impact
- Practice creating team vision and goals

Module 4: Executing Strategy

- Translate strategy into team execution plans
- Create progress indicators and track results
- Establish systems of accountability

Module 5: Communication and Connecting

- Discover how communication style influences team outcomes
- Strengthen listening, rapport, and feedback skills
- Practice challenging conversations

Module 6: Coaching Potential

- Differentiate coaching, mentoring, training and consulting
- Adopt a coaching mindset in everyday leadership
- Practice coaching conversations to unlock growth

Module 7: Unleashing Talent

- Empower and delegate effectively
- Maximize individual and team strengths
- Keep teams committed and motivated

CUSTOMIZATION & FLEXIBILITY

This program can be tailored to your organizational context:

- Integration of company values and leadership frameworks
- Industry-specific case studies
- Tailored focus on trust, coaching, or communication



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ASSESSMENT & REINFORCEMENT

- Pre-program leadership self-assessment
- Action plan templates for workplace implementation
- Optional post-program coaching or workshops
- Outcome tracking reports for training managers

TRUSTED BY LEADING ORGANIZATIONS

"Building and Leading High-Performing Teams" has been delivered to leaders and managers across a wide range of sectors – from global brands to regional champions, including:



PROGRAM FACILITATOR: VICTOR BURRILL

Victor Burrill (UK) is an internationally certified executive coach (ICF – ACC), strategic facilitator, and the Chairman of the Business Executive Network in Vietnam. With over 30 years of management and leadership experience across Asia and Europe, Victor has worked at every level of the corporate ladder – from frontline manager to board-level advisor.

He has designed and facilitated hundreds of leadership programs, strategy sessions, and executive peer groups for multinational and regional organizations across sectors including FMCG, finance, hospitality, education, healthcare, consumer goods, and technology.

Victor's facilitation work spans Fortune 500 companies, scale-up ventures, and impact-driven institutions – helping leaders sharpen strategy, align teams, and perform under pressure.

Known for his sharp insight, high engagement energy, and ability to translate complex concepts into actionable leadership tools, Victor blends real-world experience with modern learning practices. He holds an MBA from the Australian Institute of Business, and his facilitation style is grounded, human-centered, and results-focused.

"Victor adopts a meticulous approach, creating a highly conducive learning environment for diverse participants." – Alvin Yap, Abbott Laboratories

"Victor is a well-organized and prepared professional – I have admiration for his quality, energy, and commitment to service." – Ron Kaufman, New York Times Bestselling Author

LET'S BUILD A HIGH-PERFORMING TEAM



Ready to strengthen alignment, trust, and performance across your leadership team?

Let's have a conversation about how this program can help your people perform at their best – together.

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