# Building High-Performance Teams

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Building and Sustaining High-Performance Teams is a 5-day course delivered by Mars Training Centre in London, Dubai, Istanbul, Munich, and Bangkok — designed for senior leaders responsible for the performance of significant teams.

Most senior leaders inherit teams more often than they build them. The discipline of turning an inherited group into a genuinely high-performance team — and then sustaining that performance over years rather than months — is what separates good directors from great ones. The research on what makes teams perform is now strong, and the practical disciplines are learnable.

Across five days, you will work through team-formation models, examine the dynamics that derail high-performance teams, and develop the personal disciplines that hold a team together over time.

## What You Will Learn

By the end of this programme, you will be able to:

- Diagnose your current team's stage of development and performance level.
- Apply validated team-effectiveness frameworks including Tuckman and Lencioni.
- Build trust and psychological safety as deliberate disciplines, not happy accidents.
- Manage team conflict productively rather than suppressing or avoiding it.
- Design performance management that drives the right behaviour.
- Recover team performance when a team has stalled or fractured.
- Sustain high performance through leadership changes and external shocks.
- Build a personal team-leadership plan for the 90 days after the course.

## How You Will Benefit

You will leave with practical tools to build and sustain the team you lead, and a Mars Certificate of Completion.

Your organisation will gain a senior leader who builds teams that outperform — and outlast — the leader.

## Who This Programme Is For

This programme is designed for:

- Senior directors and vice presidents leading multi-team functions
- Heads of department and divisional leaders
- General managers
- Senior project, programme, and transformation directors
- Heads of HR and organisational development
- Family-business principals

The seniority floor is senior manager and above.

## How the Course Is Delivered

- Facilitator-led interactive sessions, balancing teaching with discussion and applied exercises.
- A balanced mix of theory, regional case studies, and applied exercises.
- Validated diagnostic and self-assessment tools.
- Applied exercises and personalised coaching throughout the week.
- A personal action plan built progressively across the week.
- Continuous personal feedback from your lead faculty.

The course runs in two separate single-language editions: an English edition delivered in English, and an Arabic edition delivered entirely in Arabic by native-Arabic faculty at every host venue. Cohorts are scheduled in London, Dubai, Istanbul, Munich, and Bangkok.

## Your Mars Certificate and Fee

On successful completion of Building and Sustaining High-Performance Teams you will receive a Mars Certificate of Completion, issued by Mars Training Centre, our London-headquartered training provider. The certificate confirms the programme attended, the dates, the host city, and the lead faculty, and is presented to delegates on the final day of the course.

The standard fee is £4,950 per delegate for this 5-day programme, quoted and invoiced in pounds sterling. The fee covers all training and faculty time, course materials in digital and printed form, the Mars Certificate of Completion, daily refreshments and a buffet lunch, and a complimentary airport pickup and return transfer for delegates flying in to the host city. Group and early-booking discounts are available. Flights, visas, and hotel accommodation are not included, though Mars provides booking guidance and preferred-rate partner links.