



LEADING TEAMS THAT DELIVER

HIGH-PERFORMANCE TEAM LEADERSHIP
IN STRUCTURED ENVIRONMENTS



OVERVIEW

Leading Teams That Deliver is a high-impact, 2-day leadership development programme designed for team leaders, Scrum Masters, Agile Coaches, project managers, and operational leaders who are responsible for delivering results through teams.

In today's fast-paced, delivery-driven environments, technical coordination alone is not enough. Leaders must be able to build trust, sustain motivation, manage conflict, and drive consistent performance across teams.

This programme integrates leadership theory, the Management Drives behavioural framework, and a real-world delivery simulation lab to develop practical, immediately applicable leadership capability.



Program Objectives

This programme is designed to help leaders:

- Build and sustain high-performing teams
- Understand and influence team motivation and behaviour
- Strengthen trust, communication, and psychological safety
- Improve accountability and performance management
- Navigate conflict and difficult team dynamics effectively
- Lead teams in structured delivery environments (Agile, project-based, operational teams)

Who is it for?

- This programme is ideal for:
- Team leaders and line managers
- Scrum Masters and Agile Coaches
- Project and delivery managers
- Operational and functional leaders
- Emerging leaders responsible for team outcomes

WHAT PARTICIPANTS WILL GAIN



Team Insight & Motivation

- Understand what drives individual and team behaviour
- Identify motivational gaps and team misalignment
- Use behavioural insights to improve engagement



Trust & Team Culture

- Build psychological safety within teams
- Strengthen relationships and collaboration
- Create an environment where people speak up and contribute



Performance & Delivery

- Set clear expectations and accountability structures
- Improve delivery consistency and team focus
- Align team effort with organisational goals



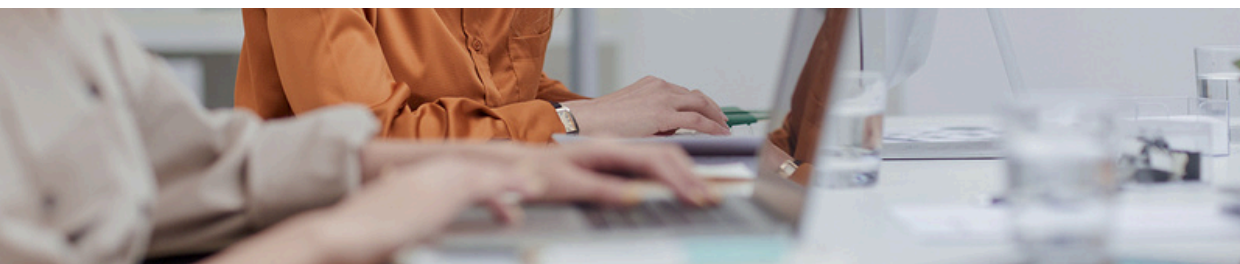
Communication & Feedback

- Deliver clear, constructive feedback
- Handle difficult conversations with confidence
- Improve communication flow within teams



Conflict & Leadership Capability

- Navigate tension and disagreement constructively
- Lead teams through pressure and change
- Strengthen leadership presence in delivery environments



KEY LEARNING THEMES

- Team motivation & behavioural dynamics (Management Drives)
- Trust building & psychological safety
- High-performance team structures
- Accountability and performance management
- Feedback, coaching, and conflict resolution
- Leadership in Agile and structured delivery environments

SIGNATURE FEATURE

The Orion Team Delivery Simulation

A fully immersive leadership simulation designed to replicate real-world team delivery environments.

Participants step into leadership roles and experience realistic team challenges including:

- Sprint planning and prioritisation
- Daily stand-ups and coordination
- Retrospective facilitation
- Managing team conflict and misalignment
- Improving delivery performance under pressure

This simulation bridges the gap between theory and real-world execution, allowing leaders to practise decision-making, communication, and leadership behaviours in a safe but realistic environment.



DELIVERY FORMAT

Core Programme

- 2-day immersive workshop
- Facilitator-led interactive learning sessions
- Case-based discussions and leadership frameworks

Simulation Lab

- Orion Team Delivery Simulation
- Real-time team scenarios and leadership challenges
- Guided reflection and performance feedback

Pre-Work Diagnostic

- Team behavioural assessment (Management Drives-based)
- Leadership self-evaluation tool

Optional Coaching

- 1-to-1 leadership coaching (3 sessions recommended)
- Personal leadership development plan
- Support for real team challenges



PROGRAM OUTCOMES

By the end of the programme, participants will be able to:

- Lead teams that are aligned, motivated, and accountable
- Improve team performance and delivery consistency
- Build trust and psychological safety within teams
- Manage conflict and difficult dynamics effectively
- Communicate with clarity and leadership presence
- Apply behavioural insight to real leadership situations

ORGANISATIONAL IMPACT

This programme supports organisations by:

- Strengthening leadership capability at team level
- Improving team performance and delivery outcomes
- Reducing miscommunication and team friction
- Enhancing Agile and operational effectiveness
- Building stronger, more resilient teams
- Increasing accountability and execution discipline

Leading Teams That Deliver is a practical leadership development programme designed for managers, Scrum Masters, Agile Coaches, and project leaders responsible for delivering results through teams.

It focuses on building high-performing, motivated teams that consistently deliver outcomes in structured environments.

Unlike traditional leadership training, this programme combines behavioural insight, leadership frameworks, and immersive simulation to ensure real behavioural change and leadership readiness.



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Inspired Concepts Academy

**Develop your people . Strengthen Your Teams.
Drive Organisational Performance**

