



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

High Performance Teams

Custom Courses / Human Resources and Training

Unit Standard AATICD-0067 · NQF Level 5 · 10 Credits · 5 Days

COURSE OVERVIEW

This course equips team leaders and managers with the skills to build, lead, and sustain high-performance teams. Participants will learn to foster collaboration, drive accountability, and optimise team dynamics to achieve exceptional results in a corporate environment.

Category	Custom Courses
Subfield	Human Resources and Training
Unit Standard	AATICD-0067
Accreditation	SAQA Accredited · NQF Level 5 · 10 Credits
Duration	5 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply principles of high-performance teamwork to assess and improve team dynamics.
- Analyse team roles and individual strengths using recognised frameworks to optimise team composition.
- Evaluate team performance against set goals and implement corrective actions to address gaps.
- Design a team development plan that fosters collaboration, trust, and accountability.
- Implement strategies to manage conflict and enhance communication within the team.
- Demonstrate leadership behaviours that motivate and inspire teams to achieve high performance.

WHO SHOULD ATTEND

- Team leaders, supervisors, middle managers, and project managers who are responsible for leading teams and want to enhance team effectiveness and performance.

COURSE OUTLINE

Day 1: Foundations of High Performance Teams

- Introduction to high performance teams
- Characteristics of high performance teams
- Tuckman's stages of team development
- Team roles (Belbin's model)
- Setting SMART team goals
- Building trust and psychological safety
- Communication fundamentals in teams

Day 2: Communication and Collaboration

- Communication styles and barriers
- Active listening skills
- Giving and receiving feedback
- Collaborative decision-making models
- Conflict resolution strategies
- Building consensus
- Tools for virtual collaboration

Day 3: Team Dynamics and Leadership

- Understanding team dynamics
- Leadership styles (situational, transformational)
- Empowerment and delegation
- Creating accountability structures
- Motivation theories (Herzberg, Vroom)
- Coaching and mentoring within teams
- Celebrating successes and learning from failures

Day 4: Problem Solving and Innovation

- Root cause analysis (5 Whys, fishbone diagram)
- Brainstorming and idea generation
- Design thinking for teams
- Continuous improvement (Kaizen, PDCA)
- Key performance indicators (KPIs) for teams
- Conducting effective team retrospectives
- Adapting to change

Day 5: Sustaining High Performance and Integration

- Creating a team charter
- Establishing team norms and agreements
- Building resilience and managing stress
- Long-term team development planning
- Presentation of team improvement projects
- Peer feedback and reflection
- Course wrap-up and certification

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **10 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 24,200.00	R 24,200.00
1	In-House	R 31,400.00	R 31,400.00
1	On-Campus (Pretoria)	R 36,200.00	R 36,200.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	14 Aug 2026	On-Campus	Durban, South Africa
10 Aug 2026	14 Aug 2026	On-Campus	Abu Dhabi, UAE
17 Aug 2026	21 Aug 2026	On-Campus	Harare, Zimbabwe
17 Aug 2026	21 Aug 2026	On-Campus	Shenzhen, China
24 Aug 2026	28 Aug 2026	On-Campus	Bangkok, Thailand
24 Aug 2026	28 Aug 2026	On-Campus	Victoria Falls, Zimbabwe
31 Aug 2026	04 Sep 2026	On-Campus	Lusaka, Zambia
31 Aug 2026	04 Sep 2026	On-Campus	London, UK

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard AATICD-0067) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call **+27 12 004 8389** or WhatsApp **+27 65 077 6310** and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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