Gallup has spent decades studying the world's greatest team leaders, discovering the common strategies, principles and characteristics they all share. The High-Performance Team Leader course teaches team leaders how to integrate these findings into their own management approach to build and sustain individual, team and organizational performance.

**Who Should Attend**

This course is designed for anyone who manages people and who wants proven strategies, principles and activities for engaging every team member and enhancing the team's overall performance.

**What You Can Expect**

From this course, participants will gain the practical experience they need to help them more confidently and effectively manage their daily responsibilities.

By attending the High-Performance Team Leader course, you will:

- gain actionable insights into your own talents to help you optimize your strengths as a team leader
- use your talents to individualize your management approach and develop your employees' talents to improve their productivity
- practice proven techniques for engaging your employees, including leading effective ongoing conversations that enhance team performance
- create management strategies that yield higher levels of performance from your employees and teams

Participants will also learn how to lead individual and team conversations that will help employees understand and appreciate their talents, build their engagement and establish performance expectations to achieve greater success.

Participants will leave this fast-paced, two-day course with the tools, techniques and practical experience they need to more confidently and effectively manage in ways that create and sustain high performance personally, with each team member and with their team as a whole.

**Program Format**

**Two-day course**

**Day One**
- Will of the World
- The Path to High Performance
- Skills of Strengths-Based Development
- Gaining Insights Into Your Team’s Strengths
- The Science of Engagement

**Day Two**
- Assessing Your Team’s Engagement
- Building Engaged Teams
- The Art of Performance
- Aiming Your Team at Performance
- Refining Your Management Approach

Conducted at Gallup locations worldwide. Gallup can also deliver this course at your location for groups of 15 or more. Visit http://courses.gallup.com for upcoming dates, locations and tuition information or contact inquiries@gallup.com with additional inquiries.

Participants who successfully complete this course can earn professional credit hours from leading professional organizations. You may email CEU@gallup.com to receive more information about professional credit hours for Gallup courses.

Program format is subject to change.
Participants who attend this course receive the Managing for Engagement Kit.

**Introduction to Employee Engagement**
This guidebook discusses 12 elements that have a powerful influence on employee engagement as revealed by decades of Gallup science and research. The information includes how these elements help managers build trust among their employees that leads to high-performance thinking and actions.

**Introduction to Strengths-Based Management**
This guidebook provides the principles of strengths-based management that Gallup has gleaned from decades of research on what the most effective managers and teams do differently by harnessing their strengths for greater productivity and performance.

**Managing for Engagement Resource Guide**
This powerful resource guide is divided into two sections to help managers hone their approach toward building a high-performance team. The first section provides information about how managers can use their strengths to individualize their approach and effectively manage others based on their specific talents. The second section includes details about each of the 12 elements of engagement and helps managers know what actions to take and how to involve their team, ask better questions and listen effectively to what their employees are saying to accelerate their engagement.

**Engaging Conversations for Individuals and Teams**
This binder shares what Gallup has learned over the past decade about keeping individual and team employee engagement conversations alive. It gradually takes managers through the most important individual and team conversations, helping them to prepare, lead and take immediate action based on the insights they gain.

**Individual Conversation Tools**
The Individual Conversations guide and Strengths Profile tool support each of the individual conversations and provide a place to record notes, observations, insights and actions to take for each employee.

**Team Conversation Tools**
These tools help guide each of the team conversations and provide a place for the manager and his or her team members to record notes, observations, insights and actions to take.

**Engagement Posters**
Managers can use these colorful posters to help build excitement about their organization's engagement initiatives and increase employee participation in the Gallup Q12 survey.

**Understanding Your Q12 Results Tool**
This easy-to-follow tool provides an overview of how to read and understand the Gallup Q12 survey results and what managers should do after the survey.