Coaching Project Teams for Performance Training Course

Professional Development Training Course Outline

Category	Project Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s dynamic business environment, effective coaching of project teams has emerged as a critical driver of organizational success and high-performance outcomes. Coaching project teams enables managers to harness collective team strengths, enhance communication, foster collaboration, and optimize productivity. Coaching Project Teams for Performance Training Course is designed to equip project leaders and managers with advanced coaching techniques, practical tools, and strategic approaches to motivate their teams, align project goals with organizational objectives, and create a culture of continuous improvement. Participants will gain insights into behavioral dynamics, performance measurement, and conflict resolution while learning how to transform challenges into opportunities for growth and innovation.

The training course emphasizes hands-on learning through real-world case studies, interactive exercises, and evidence-based coaching strategies that are essential for modern project management. Participants will explore how to set clear expectations, develop accountability frameworks, encourage skill development, and nurture a resilient team culture. By integrating practical tools and methodologies, this course ensures that project leaders can drive performance improvements, enhance team cohesion, and achieve strategic project outcomes efficiently. Whether managing small agile teams or large cross-functional projects, attendees will acquire the knowledge and confidence to lead their teams to peak performance.

Programme Curriculum

Coaching Project Teams for Performance Training Course

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Course Objectives

1. Enhance leadership skills to coach and motivate project teams effectively.
2. Develop strategies to improve team collaboration and communication.
3. Apply performance measurement techniques for continuous improvement.
4. Identify and resolve team conflicts using evidence-based approaches.
5. Implement goal-setting frameworks that align team objectives with organizational strategy.
6. Foster a culture of accountability and responsibility within project teams.
7. Utilize behavioral analysis to tailor coaching approaches to individual team members.
8. Strengthen problem-solving and decision-making skills in project environments.
9. Leverage technology tools to support team coaching and performance tracking.
10. Build resilience and adaptability in teams to manage change effectively.
11. Promote knowledge sharing and learning within project teams.
12. Encourage innovation and creativity through effective team coaching.
13. Evaluate and improve team performance using structured feedback mechanisms.

Organizational Benefits

- Improved project delivery timelines and efficiency
- Enhanced team collaboration and synergy
- Stronger leadership and coaching capabilities
- Increased employee engagement and retention
- Better conflict resolution and problem-solving
- Higher accountability and performance standards

- Optimized resource utilization
- Enhanced communication across project levels
- Stronger alignment of project goals with organizational objectives
- Continuous learning culture within teams

Target Audiences

1. Project managers
2. Team leaders and supervisors
3. Program coordinators
4. Department managers
5. Agile coaches
6. Human resource professionals
7. Organizational development specialists
8. Senior executives overseeing projects

Course Duration: 5 days

Course Modules

Module 1: Fundamentals of Team Coaching

- Overview of team coaching principles
- Roles and responsibilities of a project coach
- Identifying coaching opportunities within projects
- Techniques for building trust and rapport
- Real-world case study: Coaching success in IT project teams
- Group exercise: Designing a team coaching plan

Module 2: Enhancing Communication Skills

- Effective communication strategies for project teams
- Active listening and feedback techniques
- Managing virtual and distributed teams
- Conflict resolution communication methods
- Case study: Improving cross-functional communication in engineering projects
- Interactive role-play: Communication challenges

Module 3: Motivating High-Performance Teams

- Understanding team motivation factors
- Aligning individual and team goals
- Incentives and recognition strategies
- Behavioral psychology in motivation
- Case study: Motivating high-performing marketing teams
- Workshop: Designing a team motivation plan

Module 4: Goal Setting and Performance Metrics

- SMART goals and key performance indicators
- Linking team objectives to organizational goals
- Performance tracking tools and dashboards
- Continuous improvement frameworks
- Case study: Using KPIs to drive project success
- Hands-on exercise: Developing performance metrics

Module 5: Conflict Resolution and Problem Solving

- Identifying sources of team conflict
- Conflict resolution techniques and frameworks
- Collaborative problem-solving methods
- Facilitating team discussions and negotiations
- Case study: Resolving conflicts in cross-functional teams
- Simulation: Solving project team challenges

Module 6: Coaching for Skill Development

- Identifying skills gaps in team members
- Designing personalized coaching plans
- Mentoring and peer coaching approaches
- Encouraging continuous learning and development
- Case study: Upskilling teams in a software development project
- Exercise: Creating individual development plans

Module 7: Leading Change and Building Resilience

- Change management principles for project teams
- Building team resilience during project uncertainty
- Adaptive leadership strategies
- Encouraging agility and flexibility in projects
- Case study: Managing organizational change in a large-scale project
- Group activity: Developing a resilience strategy

Module 8: Integrating Coaching into Project Culture

- Embedding coaching practices into organizational culture
- Sustaining high-performance teams long-term
- Monitoring coaching outcomes and effectiveness
- Best practices for team coaching adoption
- Case study: Successful integration of coaching culture in multinational companies
- Workshop: Action plan for team coaching implementation

Training Methodology

- Interactive instructor-led sessions
- Practical workshops and hands-on exercises
- Real-world case studies and simulations
- Role-playing and group activities
- Peer learning and collaborative discussions
- Continuous assessment and feedback sessions

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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