Project Team Roles & Dynamics 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

Effective project management relies heavily on understanding and optimizing team roles and dynamics to deliver successful outcomes. Project Team Roles & Dynamics Training Course equips participants with the skills, strategies, and insights required to manage high-performing teams in complex project environments. The course emphasizes the interplay between individual roles, communication patterns, conflict management, leadership styles, and collaborative decision-making, enabling teams to function cohesively while achieving project objectives. Participants will explore evidence-based frameworks, psychological insights, and practical tools to identify strengths, assign responsibilities, and enhance accountability within project teams.

In today’s fast-paced project environments, organizations face challenges such as role ambiguity, misaligned responsibilities, interpersonal conflicts, and coordination inefficiencies. This course empowers participants to analyze team structures, leverage complementary skill sets, foster effective collaboration, and drive motivation and engagement. By applying practical exercises, case studies, and real-world examples, learners will gain the ability to improve team performance, resolve conflicts, optimize communication flows, and implement strategies that enhance overall project success while maintaining stakeholder satisfaction.

Programme Curriculum

Project Team Roles & Dynamics Training Course

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Course Objectives

1. Understand the core principles of team roles and group dynamics in project management.
2. Identify the responsibilities and expectations of different project team roles.
3. Apply role clarity techniques to prevent overlap and conflicts.
4. Develop strategies to build high-performing project teams.
5. Implement conflict resolution methods to maintain team cohesion.
6. Apply effective communication techniques within diverse project teams.
7. Leverage personality and behavioral assessments to improve collaboration.
8. Enhance team motivation, engagement, and accountability.
9. Align individual strengths with project objectives and deliverables.
10. Integrate leadership styles to support team development.
11. Evaluate team performance and apply continuous improvement processes.
12. Implement decision-making frameworks that promote consensus and efficiency.
13. Foster a positive team culture that supports innovation and productivity.

Organizational Benefits

- Improved project delivery through enhanced team performance
- Clear role allocation reduces duplication and inefficiencies
- Increased employee engagement and motivation
- Strengthened conflict management and resolution capabilities
- Better collaboration across functional teams
- Enhanced leadership capacity within project teams
- Improved communication flows and decision-making efficiency
- Higher accountability and responsibility across roles
- Optimized allocation of human resources for project success
- Increased organizational agility and adaptability

Target Audiences

- Project managers and project coordinators
- Team leaders and supervisors
- Department heads overseeing project teams
- HR professionals managing team development

- PMO staff and program managers
- Agile and Scrum Masters
- Consultants supporting project delivery
- Trainers and facilitators in project management

Course Duration: 5 days

Course Modules

Module 1: Fundamentals of Team Roles in Projects

- Understand key project team roles and responsibilities
- Explore role interdependencies and accountability
- Examine the impact of role clarity on performance
- Identify role gaps and potential overlaps in teams
- Discuss frameworks for defining team responsibilities
- Case Study: Role ambiguity affecting a software development project

Module 2: Understanding Group Dynamics

- Examine stages of team development (forming, storming, norming, performing)
- Identify behavioral patterns affecting team effectiveness
- Understand the influence of culture and diversity on dynamics
- Recognize team strengths and weaknesses
- Learn to facilitate productive team interactions
- Case Study: Improving dynamics in a cross-functional project team

Module 3: Communication and Collaboration

- Apply active listening and feedback techniques
- Enhance transparency and information sharing within teams
- Implement collaborative decision-making processes
- Address communication barriers and misunderstandings
- Foster trust and psychological safety among team members
- Case Study: Collaboration breakdown in a remote project team

Module 4: Conflict Management and Resolution

- Identify sources and types of team conflict
- Apply conflict resolution strategies for project settings
- Use negotiation and mediation techniques effectively
- Promote constructive discussion and problem-solving
- Prevent escalation of disputes impacting project delivery

- Case Study: Resolving inter-departmental conflicts in a project

Module 5: Leadership Styles and Team Performance

- Explore leadership approaches suitable for project teams
- Match leadership style to team maturity and project context
- Encourage empowerment and delegation to improve efficiency
- Foster innovation and motivation within teams
- Align leadership actions with project goals and values
- Case Study: Transformational leadership driving project success

Module 6: Motivation and Engagement Strategies

- Apply intrinsic and extrinsic motivation theories
- Recognize factors influencing team member engagement
- Design incentive and recognition mechanisms
- Implement strategies for sustaining long-term team performance
- Use coaching and mentoring to develop team capability
- Case Study: Engaging low-motivation team members in a complex project

Module 7: Performance Evaluation and Continuous Improvement

- Define performance metrics for team and individual roles
- Implement appraisal and feedback mechanisms
- Conduct post-project reviews to capture lessons learned
- Encourage accountability and continuous learning
- Apply corrective measures to enhance future team performance
- Case Study: Post-mortem evaluation leading to improved team outcomes

Module 8: Optimizing Team Culture and Innovation

- Foster a culture that promotes collaboration and creativity
- Encourage open communication and knowledge sharing
- Recognize and reward innovative contributions
- Integrate cross-functional collaboration for strategic projects
- Build resilience and adaptability within teams
- Case Study: Creating a high-performing culture in an innovation-driven project

Training Methodology

- Instructor-led interactive sessions with practical examples

- Group exercises and role-playing to simulate project scenarios
- Case study analysis and discussions of real-life project challenges
- Team assessments and personality profiling exercises
- Practical tools and templates for role clarity, conflict resolution, and communication
- Action planning and facilitated 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

Start Date	End Date	Location	Price
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

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