Innovative programmes that help leaders and their teams develop new capacities, master powerful tools, and embrace the mindset required to innovate and execute.
Developing leaders and teams to achieve consistently exceptional levels of performance - the ultimate competitive advantage.

Leaders today must be able to form and lead teams that can achieve or exceed organisational objectives in a complex and rapidly changing business environment. They must understand what enables inspired team performance and be able to apply that knowledge to ever-changing business conditions.

Leading High Performing Teams is uniquely designed to address these needs and provides a powerful framework for aligning people and culture with strategy in the team context.

For more information about Oxford Leadership or to get in touch, visit us at:
www.oxfordleadership.com
Master the Art of Leading High-Performing Teams

The Oxford Leadership™ MASTER Model is a framework for creating alignment, engagement and accountability in leadership teams throughout the entire organisation. It is the leadership key to effective strategy execution and high performance.

What you will learn in the LHPT programme

» How to focus on the few things that make the biggest difference
» How to create a sense of purpose beyond financial targets
» Practical tools and techniques for problem solving and innovating
» How to handle conflict and crucial conversations
» How to build trust, respect and cooperation within the team
» How to harness diversity in perspectives and style
» How to coach and give constructive feedback in the team
» How to develop a 90-day action plan to change vital habits and behaviours

“Oxford Leadership is the leading provider of executive development in Telefónica’s Corporate University. More than 2,000 Telefónica Executives and Directors have completed the Oxford Leadership courses. The LHPT receives a consistently high level of evaluation.”

Rory Simpson
Chief Learning Officer, Telefónica

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Telefónica
**Leading a High-Performing Team means:**

» Facilitating dialogue  
» Optimising team dynamics  
» Giving and receiving feedback  
» Peer-to-peer coaching  
» Appreciation and celebration  
» Building trust  
» Decision making

**Leading High-Performing Teams**

The Leading High-Performing Teams (LHPT) Programme shows leaders how to align and engage people with the strategy of their organisation. Conducted over a 2- to 4-day period (according to client context), LHPT provides tools and techniques to help leaders and teams master the currents of their organisation.

**Principles of the Leading High-Performing Teams Programme**

Since every client situation is unique, each Oxford Leadership™ programme is tailored to the specific requirements of the client and addresses the team challenges of each participant. Over many years we have developed a framework of core pedagogic principles which are applied in every case.

» LHPT is always contextualised in the reality of the client organisation. We take into account current business conditions and challenges; strategic priorities; history; mission; vision and values; organisational structure and culture.

» Participants work on real issues, not artificial case studies

» Work is done in small syndicates to build community, increase social capital, and foster the collective intelligence of the team

"Excellent. Definitely the best development programme I have ever attended."

Chris Hall  
Managing Director, Manx Telecom
The Benefits

LHPT is an advanced leadership training programme for individual leaders and teams.

- A common, compelling purpose which excites and unites
- Improved teamwork based on trust, respect and collaboration
- Deeper capacity to deal with complexity and ambiguity
- Absolute personal responsibility
- Awareness about vital habits
- A plan for how to increase alignment and commitment in the team.

“During a highly turbulent period in the history of our 100-year-old company, Oxford Leadership defines a new focus for the company and builds the determination, confidence and commitment amongst our managers to lead the change. We have achieved exceptional growth both in revenue and profitability. I consider this to be the fruit of the Oxford Leadership’s programmes during this critical period.”

J.L. Shah
Managing Director
Atul Industries Ltd. India

“If the winds are blowing east to west, but the currents are flowing west to east, there is no doubt which way the iceberg will go.”

Brian Bacon
CEO
Oxford Leadership

“Winds”

What is Visible and Explicit
Vision, Goals, Strategy, Plans, Policies, Espoused Values

What is Unspoken and Implicit
Fears, Beliefs, Prejudices, Organisational Norms, Habits, Patterns, Cultural Taboos

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Helping leaders and teams make consistently good choices, together, faster.
Experiential programmes enabling you to realise your business goals by developing stronger, more dynamic leadership at all levels of the organisation.

About Oxford Leadership™

Oxford Leadership™ is a global leadership consultancy that aligns people, purpose & strategy - driving socially responsible transformation in global organisations. Our international network includes 215 partners, consultants, and coaches in 24 countries throughout Europe, North America, Latin America, Asia, and Africa. We transform leaders, align teams and create fierce resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change. Our programmes are part of the core curriculum in many of our client’s corporate universities, and our leadership development programmes have over 300,000 executive alumni. Methodologies are based on more than 100 corporate turnarounds and performance acceleration assignments in FTSE 100 and Fortune 500 companies.

Austria, Belgium, Brazil, Canada, China, Colombia, Denmark, Finland, France, Germany, Italy, Mexico, Norway, Poland, Portugal, Russia, Serbia, South Africa, Spain, Sweden, The Netherlands, UK, Uruguay, and the USA.

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