

LEADERSHIP DEVELOPMENT SERIES

Leadership & Team Building Training

Develop leadership skills, inspire high-performing teams, and drive success — with practical tools that make great leadership a daily habit, not just a title.

"Lead with Confidence. Build High-Performing Teams."

Great leaders do more than manage people — they inspire, motivate, and help teams achieve success together. In today's workplace, organisations need leaders who can communicate clearly, make smart decisions, solve problems, and build strong, high-performing teams that consistently deliver outstanding results.

Leadership is not just a title or a position. It is a set of skills, habits, and behaviours that can be learned, practised, and continuously improved. Whether you are stepping into a leadership role for the first time or you are an experienced manager who wants to become a more effective and inspiring leader, this course gives you the practical framework and tools to do exactly that.

The **GroomX Leadership & Team Building Training** program covers everything from leadership styles and emotional intelligence to team dynamics, communication, decision-making, conflict resolution, and the specific skills needed to build teams that are motivated, collaborative, and genuinely high-performing.

By the end of this program, you will lead with greater clarity and confidence, communicate more effectively with your team, make better decisions under pressure, handle conflict constructively, and build the kind of team culture where everyone is engaged, accountable, and working towards shared goals.

Why Choose This Course

Develop your own leadership style

Discover your natural leadership strengths and learn how to adapt your style to different people and situations for maximum effectiveness.

Build high-performing, motivated teams

Learn the proven strategies for creating teams that are engaged, collaborative, accountable, and consistently delivering great results.

Communicate with clarity and inspiration

Great leaders are great communicators. Learn how to communicate vision, give direction, provide feedback, and inspire your team to go above and beyond.

Make confident, smart decisions

Leadership requires constant decision-making. Learn structured frameworks to make clear, well-reasoned decisions — even under pressure and with incomplete information.

Handle conflict and difficult situations

Learn how to address team conflicts, performance issues, and challenging personalities in a way that is fair, firm, and constructive.

Practical, immediately applicable learning

Every module is built around real leadership situations. You leave with tools, frameworks, and habits you can apply with your team from day one.

Module Outline

1 What is leadership — myths, reality, and mindset

Many people have misconceptions about what leadership really means. This module clears those up — leadership is not about authority or seniority, it is about influence, service, and the ability to bring out the best in others. You will also identify the leadership mindset that separates great leaders from average managers.

2 Leadership styles — finding and adapting your approach

There is no single right way to lead. Learn the major leadership styles — transformational, transactional, servant, democratic, and coaching — understand the strengths and limitations of each, and discover how to flex your style based on the situation and the individuals you are leading.

3 Self-awareness as a leader — knowing your strengths and blind spots

The best leaders know themselves well. This module helps you identify your natural leadership strengths, the areas where you need to grow, and the blind spots that may be affecting your effectiveness — so you can lead from a place of genuine self-awareness and authenticity.

4 Emotional intelligence in leadership — leading with empathy

Research consistently shows that leaders with high emotional intelligence build better teams, make better decisions, and achieve better results. Learn how to develop your EQ — managing your own emotions, reading your team's emotional climate, and responding with empathy and composure in challenging situations.

5 Leadership communication — inspiring action through words

How a leader communicates determines everything — team motivation, clarity of direction, quality of relationships, and culture. Learn how to communicate your vision clearly, give instructions that stick, have honest conversations, and inspire your team with the way you speak and listen.

6 Building your team — recruitment, onboarding, and culture

A great team starts with great decisions about people. Learn how to identify the right people for your team, bring them on board effectively, set clear expectations from day one, and intentionally build a team culture where trust, respect, and high performance are the norm.

7 Motivating your team — what really drives performance

Different people are motivated by different things. Learn the key theories of motivation and, more importantly, the practical tools to understand what drives each member of your team — so you can create the conditions for every individual to do their best work.

8 Goal setting and performance management — driving results

Great leadership means setting clear goals and creating a system where everyone knows what they are working towards and how success will be measured. Learn how to set SMART goals with your team, track progress effectively, and have productive performance conversations that drive improvement.

9 Delegation and empowerment — multiplying your impact

A leader who tries to do everything achieves far less than one who effectively delegates and empowers others. Learn how to delegate the right tasks to the right people, give them the authority and resources they need, and step back while still staying appropriately informed and accountable.

10 Decision making — leading with clarity under pressure

Leaders make decisions constantly — often with incomplete information, tight timelines, and significant stakes. Learn structured decision-making frameworks, how to involve your team appropriately in decisions, and how to make choices that are well-reasoned, timely, and clearly communicated.

11 Managing conflict within teams — addressing tension constructively

Team conflict is inevitable — but how you handle it as a leader defines your team's culture. Learn how to identify conflict early, address it directly and fairly, mediate between team members, and use conflict as an opportunity to strengthen team relationships and improve performance.

12 Coaching and developing your team — growing people

The greatest leaders are also great coaches. Learn the coaching mindset and the specific coaching skills — asking powerful questions, active listening, and providing developmental feedback — that help each member of your team grow their skills, confidence, and performance over time.

13 Leading through change — guiding your team in uncertain times

Change is constant in today's organisations. Learn how to lead your team through uncertainty and transition — communicating change clearly, managing resistance, maintaining morale, and keeping your team focused and productive even when the environment around them is changing rapidly.

In the final module, you consolidate everything through leadership simulations, group discussions, and peer feedback exercises. Your trainer provides detailed personal feedback and helps you create a concrete leadership development plan — with specific goals, actions, and timelines to keep growing as a leader after the course ends.

What You Will Be Able To Do After This Course

✓ **Lead with a clear, consistent leadership style**

✓ **Build and sustain a high-performing team culture**

✓ **Communicate vision and direction clearly**

✓ **Motivate individuals based on what drives them**

✓ **Make confident decisions under pressure**

✓ **Delegate effectively and empower your team**

✓ **Coach team members to grow and improve**

✓ **Lead your team calmly and confidently through change**

Who Is This Course For?

New and aspiring leaders

First-time managers and professionals preparing to step into leadership who want a strong, practical foundation from day one.

Experienced managers

Mid-level and senior leaders who want to refresh their skills, strengthen their leadership style, and build more effective teams.

Corporate teams and organisations

Companies that want to develop leadership capability across their management layer and build stronger team cultures at every level.

Frequently Asked Questions

Is this course suitable for someone who has just been promoted to a leadership role?

Absolutely. This course is ideal for new leaders. It gives you the foundational knowledge, practical skills, and the confidence to lead effectively from the very beginning — so you can hit the ground running in your new role.

I have been a manager for years. Will I still learn something new?

Yes. Even experienced leaders consistently tell us they leave this course with new tools, fresh perspectives, and greater self-awareness. Leadership is a continuous journey, and this course helps you identify and work on the specific areas where even great leaders can grow further.

Can this course be run as a group training for a corporate team?

Yes. We offer customised group training programs for corporate teams and organisations. Please contact us at 9036111000 or visit our office to discuss your specific requirements and how we can tailor the program to your team's needs.

How is the course conducted?

Contact us at 9036111000 or visit our office to learn about current batch schedules, duration, and available formats. Both individual and group formats are available.

What Our Students Say

★★★★★

"I was promoted to manage a team of 12 and felt completely overwhelmed. This course gave me the structure, the tools, and the confidence I needed. Within three months my team's performance and morale had visibly improved."

Nikhil R.

Engineering Manager, Bangalore

★★★★★

"I have attended leadership training before, but GroomX is different. It is practical, honest, and personalised. The coaching module especially opened my eyes to how differently I can develop my team members."

Kavitha S.

Senior Manager, FMCG Company, Bangalore

Become the leader your team deserves

Join GroomX Leadership & Team Building Training and build the skills, confidence, and mindset to lead with real impact.

Call us: 9036111000 | Visit our office in Bangalore anytime