

High-Performance Leadership

Lead with Clarity, Build Accountability & Elevate Performance



2 DAYS | 14 ENGAGEMENT HOURS | TEAM TRAINING AVAILABLE | ELEARNING COMING SOON | 1.4 CEUs / 14 IIBA PDUs

Course Overview

Inteq's 2-day High-Performance Leadership training course develops the practical capabilities leaders need to create clarity, strengthen accountability, develop talent, improve decisions, and translate priorities into consistent execution.

High-performance leadership is a disciplined approach to aligning purpose, people, operating rhythm, and ownership so individuals and teams can perform at a high level over time. It combines clear direction and high standards with coaching, sound judgment, learning, resilience, and follow-through.

Participants build a structured leadership framework spanning purpose and priorities, standards, talent density and coaching, decision speed and quality, operating systems, continuous improvement, energy and resilience, and accountability and ownership.

The course emphasizes practical leadership behavior: communicating what matters most, creating line of sight, clarifying decision rights, coaching performance, aligning cross-functional work, reinforcing operating cadence, and surfacing issues early.

Through discussion, exercises, and applied leadership scenarios, participants strengthen the habits and techniques required to lead people and performance with greater consistency in complex, fast-changing business environments.

Business Impact

Leadership quality directly affects execution, decision-making, talent, customer outcomes, and organizational performance. Unclear priorities, weak accountability, slow decisions, poor feedback, and fragmented operating rhythms can create avoidable delay, rework, disengagement, and missed results.

High-performance leadership creates a stronger connection between strategy and day-to-day action. Clear purpose and priorities focus effort, well-defined ownership improves follow-through, and effective coaching raises individual and team capability.

Disciplined operating rhythms, faster feedback, and continuous improvement help organizations identify issues earlier, coordinate across functions, learn from results, and convert insight into measurable performance gains.

Resilient leadership also matters when teams face uncertainty, competing demands, resource constraints, transformation, and sustained pressure. Leaders who balance intensity with recovery and reinforce trust, ownership, and adaptability are better positioned to sustain performance over time.

You will learn:

- Create clarity of purpose and priorities so teams understand what matters most and why
- Set high standards while reinforcing trust, accountability, learning, and constructive issue escalation
- Coach, mentor, develop, and retain talent while building stronger team capability
- Improve decision speed and quality by clarifying ownership and balancing data with judgment
- Create operating rhythms, reviews, and information flow that translate strategy into execution
- Align teams across functions and reinforce priorities through consistent leadership cadence
- Build continuous improvement through fast feedback, disciplined experimentation, and root-cause thinking
- Strengthen energy and resilience to sustain performance through pressure, complexity, and change
- Establish accountability through clear roles, commitments, measures, recognition, and consequences
- Lead with greater clarity, ownership, adaptability, and focus on measurable results
- ...and much more

Detailed Course Outline

A practical framework for clarity, accountability, talent, decision quality, execution, and sustained performance

Course Outline

Clarity of Purpose & Priorities

- Create a shared understanding of why the work matters
- Align vision, mission, and strategic priorities
- Strengthen communication and line of sight
- Focus effort and energy on the outcomes that matter most

High Standards

- Set clear expectations for excellence and performance
- Foster trust and respect while raising standards
- Reinforce accountability and consistent follow-through
- Learn constructively from failure and setbacks
- Create the safety and courage for people to speak up
- Surface issues early and continuously raise performance

Talent Density & Coaching

- Build teams capable of consistently delivering results
- Attract and retain the right talent
- Invest in development and continuous feedback
- Coach and mentor for stronger performance
- Multiply capability across the organization

Decision Speed & Quality

- Clarify decision ownership and accountability
- Push appropriate decisions closer to the work
- Balance data, judgment, speed, and uncertainty
- Use reflection and feedback to improve decision quality

Operating System

- Create operating rhythms that translate strategy into execution
- Establish effective reviews, communication, and information flow
- Align teams and priorities across functions
- Reinforce priorities through consistent leadership rituals
- Build operating discipline that sustains focus and momentum

Continuous Improvement

- Build a learning organization through fast feedback
- Use disciplined experimentation and root-cause thinking
- Turn insight and best practices into measurable improvement

Energy & Resilience

- Balance intensity with recovery to sustain performance
- Manage personal leadership energy effectively
- Support team well-being and resilient mindsets
- Reduce chronic stress and create moments of renewal

Accountability & Ownership

- Establish clear roles, commitments, and meaningful measures
- Reinforce peer accountability and consistent follow-through
- Use recognition and consequences to strengthen shared ownership

High-Performance Leadership | Applied Leadership Practice

Participants apply the course framework to realistic leadership situations involving priorities, coaching and feedback, decision-making, accountability, cross-functional execution, continuous improvement, and leading through change. The focus is on translating leadership concepts into practical action.

Who Should Attend

- Emerging Leaders, New Managers, and Supervisors
- Managers, Team Leaders, and People Leaders
- Operations, Functional, and Department Leaders
- Project, Program, and Cross-Functional Initiative Leaders
- Transformation, Change, and Continuous Improvement Leaders
- Directors, Executives, and Senior Business Leaders
- Professionals responsible for team or organizational performance
- Leaders working in complex, fast-changing environments

What's Included

- Digital badge and personalized certificate of completion
- 1.4 Continuing Education Units (CEUs)
- 14 IIBA Professional Development Units (PDUs)
- Practical high-performance leadership framework
- Course materials and supporting leadership resources

Prerequisites and Experience Level

No prerequisites required. Inteq's High-Performance Leadership course is designed to be practical and immediately applicable regardless of prior formal leadership training.

Emerging leaders can build a strong leadership foundation, while experienced managers, directors, and executives can use the framework to strengthen existing practices and improve leadership effectiveness across teams and organizations.

Delivery Options

TEAM TRAINING: (Onsite or Live Virtual): Inteq High-Performance Leadership training can be tailored to your organization's leadership objectives, business environment, performance priorities, and transformation initiatives.

ANYTIME ELEARNING: Coming soon. Self-paced with 90-day access when available.