

Agile Team Leadership: Engagement, Alignment and Momentum

Core skills developed



Decision making & judgement



Productivity & personal effectiveness



Leading self & others



Collaboration & teamwork



Effective communication



Adaptability & learning agility



Relationship & stakeholder management



Analytical thinking & problem solving



Emotional Intelligence (EQ)

Benefits

Environmental agility, psychological safety and collaborative momentum

Leading teams today means creating the right conditions to maintain momentum, alignment and trust as ways of working continue to evolve. When traditional structures shift, priorities compete or teams are dispersed, success depends on how well leaders guide team dynamics and create the conditions for people to work well together.

This course focuses on the practical leadership skills that support team effectiveness. Participants explore how to navigate different team development stages, how to earn trust and develop psychological safety and how to refine communication flow and collaboration. The course addresses the realities of hybrid and matrix working, helping leaders sustain clarity, connection and momentum even when control is limited. The result is greater confidence and professional ease in guiding team dynamics, enabling cohesive performance and sustained engagement across diverse work environments.



Course participants will experience greater professional ease in guiding team dynamics, resulting in more cohesive performance and sustained engagement across diverse work environments



Stakeholders will benefit from a more responsive and psychologically safe team culture, experiencing clearer coordination and more reliable delivery across dispersed work settings



Your organisation will strengthen its ability to navigate complex hybrid and matrix structures, ensuring consistent performance momentum and higher levels of engagement.

Modules

Leading with agility through team stages & challenges

1

- Adapting leadership approach to align with a team's stage of development and context
- Identifying and addressing team challenges to strengthen performance and momentum

Competency: Adapt leadership approach to the team's development stage and challenges to strengthen performance and momentum

Advancing team engagement & psychological safety

2

- Using the safety-performance matrix to pinpoint specific management actions for team development
- Implementing practical strategies to strengthen psychological safety and collective motivation

Competency: Build a high-performance culture by integrating psychological safety.

Strategic team communication & coordination

3

- Adapting communication styles to align with diverse preferences
- Optimising the team environment and culture through continuous monitoring and review of communication practices

Competency: Improve team effectiveness through a strategic and adaptive approach to communication.

Optimising dynamics in hybrid & matrix teams

4

- Evaluating the dynamics of hybrid and matrix structures to leverage their unique advantages
- Implementing high-impact strategies to navigate challenges and drive performance across complex teams

Competency: Create a positive, collaborative culture to enable flexible, productive working

Outcomes

- ★ Adapt your leadership approach to match the team's development stage and context, sustaining momentum and performance
- ★ Strengthen engagement and alignment by fostering trust, psychological safety and inclusive team practices
- ★ Guide team communication, coordination and productivity effectively in hybrid and matrix environments