



**Mahindra™**  
**University**

Global Thinkers. Engaged Leaders.

**CENTRE FOR  
EXECUTIVE EDUCATION**

# Building & Managing High-Performing Teams

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## Programme Overview

“Building and Managing High Performing Teams” is crafted to cultivate trust and transparency within individuals and teams, creating a foundation for robust collaboration and engagement, particularly in challenging environments. The programme focuses on empowering leaders by equipping them with essential tools and skills, enabling them to amplify their influence within their groups. By honing these leadership capabilities, participants can optimize communication, effectiveness, and motivation, fostering a positive and high-performing dynamic within their teams.

The programme provides practical insights and strategies that resonate in real-world scenarios, ensuring leaders are well-prepared to navigate the complexities of team dynamics and stakeholder interactions.

## Who should attend

The programme is tailored for mid-level professionals across industries who aspire to enhance their leadership skills and drive organizational success through effective team management.

This programme is ideal for Mid and Senior Level Managers, seeking to cultivate a collaborative and results-driven work culture. Whether you are looking to optimize team dynamics, improve communication, or foster innovation within your teams, this programme equips participants with the strategies and tools needed to build cohesive, motivated, and high-performing teams.





## Programme Benefits

- Learn frameworks and techniques that are practical and ready to implement
- Learning from powerful simulations and real-life cases
- Individual action plan

## Programme Coverage

- Understanding Growth: Exploring the factors that accelerate personal development or lead to stagnation
- People Styles: Scientific way to understand Stakeholders and flex your communication for better results
- Unraveling Feedback Dynamics: Examining the art and science of delivering and receiving feedback successfully
- Nurturing Strong Connections in Hybrid Workspaces: Developing meaningful relationships in the context of remote and in-person work environments
- Cultivating Trust in Hybrid Settings: Applying the Trusted Advisor principle to build trust in diverse work scenarios
- Fostering Accountability and Ownership in Cross-Functional Teams through Lencioni's five dysfunctions of a team
- Managing Conflicts at workplace
- Skillfully using appropriate leadership styles based on situations
- Managing Performance Variations: Addressing challenges posed by low-performing and high-performing

## Programme Details

**Programme Dates:** 3 - 4 July 2025 (TBC)

**Programme Duration:** 2 Days, In-Campus

**Programme Fee:** Rs. 40,000/- per participant (Plus GST)



# Day 1

## Session Topics



### **Session 1: Science of Building High-Performance Teams**

- Deep dive into Lencioni's five dysfunctions of a team
- Strategies for overcoming team dysfunctions

### **Session 2: Leading High-Performance Teams**

- Understanding Style Flexing
- Application of the social styles framework

### **Session 3: Why Does Feedback Fail?**

- Feedback vs. Feed Forward
- Science of giving and receiving feedback

### **Session 4: People Connect**

- Influencing high-performing teams through 'People Connect
- Connecting with people while working remotely and fostering high performance



# Day 2

## Session Topics



### **Sessions 1 & 2: Situational Leadership**

- Adapting different leadership styles based on situations

### **Sessions 3 & 4: Managing Conflicts at Workplace**

- Understanding how to manage conflicts at the workplace
- Identifying and utilizing individual conflict management styles based on situations

## **Learning Methodology**

The programme is designed to be immersive and practical, ensuring participants gain valuable insights and skills. The programme employs a multifaceted approach that includes introspection, group work, and deep reflection, encouraging individuals to explore their leadership styles and refine their interpersonal skills.

Real-life simulations provide hands-on experience in navigating complex team dynamics, while assessments offers a structured thought to the participants on where they stand. Engaging role plays enable individuals to apply theoretical concepts to real-world scenarios, fostering a deeper understanding of effective leadership strategies.

### **Testimonials from the past participants:**

- Programme was very good in terms of engaging people and with some role play's which gives you real world experience
- Excellent learnings and got to know new methods with this session.
- Topics chosen are very realistic and way of explanation is awesome
- Excellent session. This is very helpful to quickly analyse the situation of a team/individual and to respond/react in a most effective solution oriented way. Many case studies made understanding very simple

# Faculty

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## Prof. Rajanikanth

Rajanikanth is a visiting faculty at Centre for Executive education, Mahindra University. He has more than two decades of industry experience in Behavioral Training, Project Management and People Development. He is a well-known lean and agile management trainer with immense experience as a coach/mentor for various lines of business in different Organizations. Rajani has trained more than 30,000 people on various soft skills.

Prior to his entrepreneurial stint, he was a People Manager with SAP Labs India, for 11 years contributing to the Organization's growth by developing talents. Rajani was identified as a high potential manager within the Organization for two consecutive years, as a mark to his contribution towards people development.

Rajani's passion for developing people, his instant ability to connect with the audience, his knowledge and creativity on delivering the topics are some of his unique capabilities. He brings experiential learnings from the industry to ensure personal effectiveness for the participants. Over the years, Rajani has transformed himself as an international trainer conducting extensive workshops in India, USA & Middle East. He has taught executives from companies such as Ashok Leyland, Cisco, NTT Data, Walmart Labs, Adobe, Hewlett Packard, Visa, Qualcomm, SAP Labs, HPE, Continental, Zee entertainment, Vitesco technologies, Times of India, and Deccan Herald.

Rajani holds a People Management Certificate from Dale Carnegie, Situational Leadership Certificate from Ken Blanchard, NLP certificate from NFNLP Institute, TTT from OMI and Corporate Ed Group (Boston, US), and "Train the Trainer" Excellence certificate from Indian School of Business (Hyderabad, India).

In addition, he is also a renowned author and has authored two life changing books. Recently, Rajani represented India as a speaker at SME World Summit - Dubai speaking on "What lies below the Iceberg".

# About Centre for Executive Education

The Centre for Executive Education (CEE) at Mahindra University, creates and conducts learning programmes for working professionals, which are designed to provide timely and relevant knowledge, insights and perspectives, that help them progress in their current and future roles in organizations. By enhancing performance of executives, these programmes are aimed to positively impact the organisations that they work for.

Executive Education Programmes at Mahindra University span across multiple business disciplines, engineering & data science, and law, for different seniority levels, in various national and international geographical locations.

CEE's mission is to be a hub for engaging & beneficial interactions between business leaders and the academia. The centre works with some of the finest faculty in India and from leading Global Business Schools. Participants will have opportunities to learn from the innovative research and consulting experience of the faculty, wide experience of the peer group of learners, and from Industry practitioners who bring in strong domain knowledge.

## About Mahindra University

Mahindra University, established in May 2020, is a multi-disciplinary global education and knowledge campus which offers industry-aligned curricula, a student-centered learning environment, and opportunities for international exposure. The University offers Undergraduate and Post Graduate programs in its five Schools namely Ecole Centrale School of Engineering, School of Management, School of Law, Indira Mahindra School of Education, School of Media, Centre for Sustainability, School of Design and Innovation and Liberal Arts. The University has been established in a sprawling, green, 130 acres at Bahadurpally in Hyderabad. The University provides students with a modern lifestyle and a unique multi-cultural immersion in a predominantly green campus. The Lecture Theaters, Seminar Halls and Syndicate Rooms deploy state-of-the-art technology, to impart a multi-media, interactive learning experience to participants. Executive Housing facilities on campus come with contemporary design, spacious & comfortable air-conditioned rooms.

## Some of our Clients



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