COURSE BROCHURE | ERASMUS+ TRAINING

Leading Teams for School Success

Improve school teamwork through clear communication, coaching, delegation and constructive conflict management to support collaboration and staff wellbeing.

LOCATION	LANGUAGE	FORMAT	DURATION	COURSE FEE
Madeira	English	On-site	6 days	€580

6-day programme in **Madeira**. See the course page for current fees, inclusions and edition dates.

Course description

Strong school teams depend on clear communication, mutual trust, shared responsibilities and a supportive professional environment. Leading people with different skills, experiences and working styles requires adaptability, emotional awareness and the ability to encourage collaboration. Developing these competences can help educational leaders strengthen teamwork, motivate staff and create positive working relationships that support school improvement.

This practical course explores team management, communication styles, coaching, delegation and constructive performance feedback in educational settings. Participants will examine how to recognise individual strengths, distribute responsibilities, support professional development and respond effectively to pressure and workplace challenges. They will also practise managing disagreements, establishing professional boundaries and encouraging shared responsibility within school teams.

Through interactive workshops, realistic school scenarios, team-building activities and guided reflection, participants will develop practical strategies for leading collaborative and resilient teams. They will create a team management action plan focused on improving communication, staff engagement, conflict resolution and professional wellbeing, with approaches that can be adapted to their own educational institutions.

Who the course is for

For educators

School leaders, department heads, coordinators, teachers, trainers and other education professionals responsible for leading or supporting teams. Particularly relevant for those seeking to improve staff communication, delegate responsibilities, provide constructive feedback, manage workplace challenges and develop collaborative, supportive working environments.

At a glance

Course level: Basic to Intermediate Professional Literacy

Working language: English. Please **contact the team** if you are unsure about the course level or working language.

CURRICULUM FOCUS

Team Communication & Collaboration / Coaching, Delegation & Feedback / Conflict Management & Team Resilience

View the course, current editions and fees

02 / INTENDED LEARNING OBJECTIVES

Learning outcomes

The following learning outcomes describe the course's intended direction and objectives. The trainer adapts activities, examples and participant work to the group's goals, experience and learning needs.

01 **Team Communication & Working Styles** - Analyse different communication and working styles, and adapt approaches to improve cooperation and professional relationships.

02 **Emotional Regulation Under Pressure** - Recognise personal responses to pressure and apply self-regulation strategies to communicate calmly during challenging team situations.

03 **Coaching & Staff Development** - Practise coaching conversations that help identify staff strengths, encourage autonomy and support professional development.

04 **Delegation & Shared Accountability** - Delegate responsibilities with clear expectations, appropriate support and shared accountability while encouraging staff ownership.

05 **Constructive Feedback & Performance Support** - Provide clear, respectful and evidence-based feedback to address performance challenges and encourage professional improvement.

06 **Conflict Management & Professional Boundaries** - Identify causes of workplace disagreements and apply constructive conflict resolution strategies while maintaining professional boundaries.

07 **Team Resilience & Change Support** - Develop practical approaches to managing team pressures, supporting staff wellbeing and maintaining collaboration during organisational change.

08 **Develop practical approaches to managing team pressures, supporting staff wellbeing and maintaining collaboration during organisational change.** - Develop a practical team management action plan, identifying priorities, responsibilities and implementation steps while drawing on relevant practices shared by European peers

Transfer to practice and intended impact

The programme supports participants in connecting the course learning with their own professional context. Participants consider how relevant approaches, activities or tools could be adapted to their learners, priorities and institutional settings.

1. **Identify a relevant professional need:**
   Consider which learner need, classroom challenge or institutional priority the course learning could help address.
2. **Adapt the approach to your setting:**
   Select the activities, tools or approaches that can realistically be incorporated into your own professional context.
3. **Decide what progress would look like:**
   Consider how changes in practice, learner engagement, learning outcomes or another relevant result could be recognised.

03 / COURSE PROGRAMME | DAYS 1-3

Learning Activities & Training Schedule

SUNDAY / DAY 1

Flexible self-preparation followed by an in person European exchange session, **at 18h30.**

MONDAY - FRIDAY / DAYS 2-6

08:30 - 13h30

5h of training per day · 30h total

This is a typical timetable, subject to the provider's discretion.

DAY 1

Cross-Cultural Exchange, European Educational Context & Course Orientation

- Pre-Session work: Self Preparation to reflect and share your institution's context, cultural background & completion of the Cultural Quiz.
- Welcome, networking and cultural exchange between participants and Erasmus+ team.
- Icebreaking activities and sharing of European core values.
- Open space for participants to share ideas and discuss current challenges in the Education sector; collaborative opportunity to exchange future goals.
- Course briefing and planning.

DAY 2

Team Communication, Motivation & Leadership Styles

- Analyse workplace communication and leadership styles and their influence on team relationships.
- Recognise emotional triggers and practise maintaining composure under pressure.
- Apply motivation techniques through clear expectations, recognition and constructive communication.
- Use performance feedback and change management strategies to support staff development.

DAY 3

Work Organization, Conflict Negotiation & Change Management

- Organise team responsibilities, workflows and shared objectives to improve coordination.
- Practise conflict negotiation, assertive communication and professional boundary-setting.
- Address workplace resistance and identify strategies for supporting organisational change.
- Apply talent management approaches that recognise individual strengths and professional potential.

04 / COURSE PROGRAMME | DAYS 4-6

Learning Activities & Training Schedule

DAY 4

Team Dynamics, Coaching & Mobilization

- Examine team dynamics, individual working styles and their influence on collaboration.
- Identify leadership roles and approaches that strengthen team motivation and performance.
- Practise coaching techniques, constructive feedback and staff development conversations.
- Apply coaching and communication strategies to challenging team situations through roleplay.

DAY 5

Team Synergy, Diversity & Overcoming Impasses

- Assess how interpersonal differences affect communication, teamwork and professional relationships.
- Match individual strengths and available resources with team responsibilities and goals.
- Resolve communication breakdowns and disagreements through collaborative problem-solving.
- Strengthen trust, cooperation and team resilience through practical workplace scenarios.

DAY 6

Team Management Plan Presentation, Dissemination & Certification

- Present a practical Team Management Action Plan integrating communication, motivation, coaching and conflict management.
- Evaluate leadership priorities, school culture and team development strategies through structured peer feedback.
- Reflect on implementation steps and opportunities to share effective practices within participants' institutions.
- Course reflection, evaluation, Erasmus+ documentation and Certification.

ADAPTABLE TRAINING

This programme is a planned framework. Specific activities, sequence, exercises and timings may be adapted by the trainer or provider to each group/edition.

COURSE RECORDS

Daily summary and attendance sheets record the schedule and a short account of each day's work, validated by the trainer and signed by the participants.

Edition-specific evidence: Learning Together maintains signed daily training and attendance records. This brochure describes the course framework; additional verification can be based on the records of the particular edition.

05 / LEARNING APPROACH & METHODOLOGY

Learning Together Methodology

Learning Together courses combine guided input supported by presentations and multimedia resources with practical experimentation, creative workshops, case-based learning and hands-on tools. Participants connect the learning to their own professional situations and progressively develop an applied outcome, which may take the form of a presentation, project, session plan, action idea, reflection or another relevant output.

Peer / trainer feedback supports refinement throughout the process, while European exchange encourages participants to compare practices, perspectives and approaches across different educational contexts.

Methods applied in this programme

Team Dynamics & Leadership Case Studies

Participants analyse realistic school team situations, exploring communication styles, individual strengths, shared responsibilities and approaches to improving collaboration.

Coaching, Delegation & Feedback Simulations

Practical exercises and roleplays help participants develop coaching conversations, delegate responsibilities and provide constructive feedback in realistic professional situations.

Conflict Scenarios & Team Action Planning

Participants work through school-based conflict scenarios and develop practical team management plans addressing cooperation, professional boundaries, staff support and organisational challenges.

Collaborative learning, peer exchange and reflection

Participants work with European colleagues, compare professional contexts, exchange approaches and reflect on how the learning can be transferred to their own institutions.

> **Illustrative example: Developing a Team Management and Resilience Action Plan**
>
> Imagine a school leadership team seeking to improve staff collaboration, motivation and workplace resilience. By examining communication styles, team strengths and recurring organisational challenges, participants could identify opportunities to strengthen coordination and professional relationships. Using coaching techniques, effective delegation and constructive conflict management strategies, they would develop a practical Team Management and Resilience Action Plan that supports positive leadership, clear responsibilities and a more collaborative school environment.

An adaptable learning experience

Learning Together courses are delivered by trainers with relevant professional & pedagogical experience, **who are fluent English speakers**. The trainer may vary by edition, adapting the activities to the group's professional context and learning goals.

Meet our trainers and explore our approach

06 / PRACTICAL INFORMATION & SUPPORT

Everything you need for your training

Your course materials and participant work

Participants receive access to course materials, including slides, presentations, worksheets and exercises made available for the sessions, through a dedicated online folder.

Depending on the activities, groups may also develop action plans or presentations. The output varies with the programme, trainer and group.

Materials to bring: None

Course package

Includes training sessions, digital materials, practical resources, administration and course-week support, welcome kit, coffee breaks and course documentation. Cultural activities and an orientation session **depend on the edition selected** (flights, accommodation & other personal arrangements are not covered).

Check fees and inclusions for your selected course.

Documents & certification

We issue Certificate of Attendance, invoice and support agreed Erasmus+ mobility documents, including Europass Mobility records. Certificate issuance follows the attendance conditions.

Send any additional school forms to our team in advance. Explore document guidance.

Provider & quality

Learning Together operates through registered organisations in every country where services are provided, each with its own Erasmus+ Organisation ID (OID). Our programmes combine clearly defined learning outcomes, participatory methodologies and practical activities, with participant evaluation & feedback at the end of the training.

Provider OIDs: Portugal E10201112 · **Spain** E10417947 · **Poland** E10419682

FROM INTEREST TO A CONFIRMED BOOKING

01
Pre-enrol

Share your course & preferred dates. Pre-enrolment is non-binding; wait for written confirmation before making non-refundable travel bookings.

02
Confirm your place

Our team will confirm availability by email. Complete final enrolment and billing details to secure your place.

03
Plan your travel

Once your booking is confirmed, you can plan your travel. Before travelling, check materials required, timetable and activities in your selected edition.

YOUR NEXT STEP

Ready to plan your course?

Check the current dates, duration, fee and edition status on the course page, then start your pre-enrolment or contact us!

View course & editions ↗ | Pre-enrol ↗

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