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# Team Output Lift and Peer Influence Training Course for Proven Managers

6 – 10 September 2027
Madrid

# Team Output Lift and Peer Influence Training Course for Proven Managers

**Ref:** 2657_101231 **Date:** 6 – 10 September 2027 **Location:** Madrid **Fees:** 5600 GBP

Team Output Lift and Peer Influence is a 1-week training course for experienced managers with strong track records who want higher team results and wider reach across the organisation, and who leave with a personal Output and Influence Plan. Expectations of proven managers keep rising while formal authority over peers and senior stakeholders stays limited. Jupiter Prime Training runs this course on Team Output Lift and Peer Influence.

## Why Team Output Lift and Peer Influence Matters Now

Flatter structures, matrix reporting and leaner budgets mean that a manager who already delivers is asked for more with the same headcount, while much of the work depends on colleagues who report elsewhere. Organisations that handle this well keep their strongest people and move faster across functions; those that handle it badly see plateaued teams, quiet attrition and stalled cross-functional work. The course rests on established practice in goal design, performance dialogue, talent review and stakeholder influence, described in plain terms.

## Who Gains Most from Team Output Lift and Peer Influence

- Managers responsible for a team that already meets targets and now needs a further step in output
- Managers who hold performance conversations and ratings for capable, ambitious staff
- Managers who contribute to talent reviews and succession discussions for their function
- Managers whose results depend on peers, shared services or partner departments
- Managers who present proposals to senior stakeholders and must win support without line authority

Leadership cohorts from one division gain most together, agreeing shared calibration language.

## Team Output Lift and Peer Influence Capabilities

Participants move from personal delivery to lifting a whole team and steering colleagues they do not manage.

- Design stretch goals that raise ambition without breaking capacity — team members and their senior sponsor
- Diagnose the constraints that cap team throughput — resourcing and prioritisation choices
- Conduct candid performance conversations with high performers and steady contributors — individual development decisions
- Calibrate talent ratings with evidence rather than impression — talent review panels
- Map peer and senior stakeholder interests and build reciprocal agreements — cross-functional priorities
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Communicate proposals that earn support without formal authority — senior decision makers

## Key Team Output Lift and Peer Influence Terms

- Stretch goal — a target set beyond current output that is demanding yet achievable with new effort, skills or methods.
- Throughput constraint — the single step, skill gap or dependency that limits how much a team can deliver.
- Performance conversation — a regular structured discussion of results, behaviours and growth.
- Talent calibration — managers comparing ratings across teams with shared evidence so assessments are consistent.
- Influence without authority — gaining commitment from people outside the manager's reporting line through credibility, shared interest and exchange.
- Reciprocity ledger — a record of favours, support and commitments exchanged with peers that sustains long-term cooperation.

## Team Output Lift and Peer Influence Day by Day

## Day 1: The Proven Manager's Next Ceiling

- Output Baseline Review — Where Current Team Results Actually Plateau
- Throughput Constraint Mapping — Which Bottleneck to Release First
- Capacity and Energy Audit — Sustainable Pace Versus Short Bursts
- Senior Expectation Scan — What Sponsors Now Ask of Proven Managers
- Personal Leadership Shift Inventory — Delivery Habits to Hand Over

## Day 2: Stretch Goals and Team Ambition

- Stretch Goal Design Canvas — Ambition Level Matched to Real Capacity
- Goal Cascade Linking — Connecting Team Targets to Sponsor Priorities
- Delegation Ladder — Which Decisions Move to Senior Team Members
- Lead Indicator Selection — Early Signals Before Results Arrive
- Setback Recovery Protocol — Resetting Goals Without Losing Momentum

## Day 3: Performance Conversations and Talent Calibration

- High Performer Conversation Guide — Keeping Strong Contributors Stretched and Engaged
- Steady Contributor Dialogue — Raising Standards Without Damaging Trust
- Evidence Log for Ratings — Separating Observed Results from Impressions
- Calibration Panel Preparation — Defending Ratings Consistently Across Teams
- Rating Bias Checklist — Spotting Recency, Halo and Similarity Effects

## Day 4: Influence Across Peers and Senior Stakeholders

- Stakeholder Interest Map — Whose Support Each Priority Truly Needs
- Reciprocity Ledger — Building Exchange Before Asking for Help
- Peer Coalition Building — Aligning Partner Departments on Shared Targets
- Upward Proposal Structure — Framing Requests in Sponsor Terms
- Disagreement Navigation Routes — Escalate, Negotiate or Concede Gracefully

## Day 5: Practising the Output and Influence Plan

- Stretch Goal Rehearsal — Presenting Team Targets to a Mock Sponsor
- Calibration Role Play — Defending Two Ratings With Evidence
- Peer Negotiation Simulation — Securing Shared Resources Across Departments
- Ninety-Day Influence Calendar — Sequencing Key Stakeholder Contacts
- Output and Influence Plan — Final Draft for Sponsor Review

## Applying Team Output Lift and Peer Influence After the Course

- Run a stretch goal session with the team using the design canvas and agree lead indicators for the next quarter.
- Hold one reciprocity meeting with a key peer department and record agreed exchanges in the reciprocity ledger.

## Team Output Lift and Peer Influence Questions FAQ

### What is Team Output Lift and Peer Influence and why does it matter now?

Team Output Lift and Peer Influence is the practice of raising an already capable team's results while winning cooperation from colleagues outside your line. It matters now because proven managers are asked for more with flat headcount and cross-functional dependence.

### Which roles gain most from Team Output Lift and Peer Influence?

Experienced managers with strong records gain most from Team Output Lift and Peer Influence. Typical participants lead teams in banking, healthcare or manufacturing.

### How does Team Output Lift and Peer Influence differ from a first-time manager course?

Team Output Lift and Peer Influence starts where basic supervision ends. Instead of delegation basics and first appraisals, you work on stretch targets for strong teams, evidence-based calibration and influence across peers and senior stakeholders you do not manage.

### What do you bring back from Team Output Lift and Peer Influence?

You bring back a personal plan for Team Output Lift and Peer Influence. It sets stretch goals and lead indicators, records talent evidence for calibration, and schedules ninety days of stakeholder contacts you can share with your sponsor.

## Team Output Lift and Peer Influence: The Way Forward

The Output and Influence Plan first informs which stretch goal to set for the coming quarter and which peer agreement to secure in support of it. The manager, the senior sponsor and key partner departments use it together. After the first calibration round, revisit the evidence log and stakeholder map.