

Building a committed team

Duration: 0,5 day

Audience: Gestionnaire

Who is this training for?

Managers at all levels

Training objectives

- Understand the foundations of motivation and the factors that influence engagement.
- Develop engaging communication strategies.
- Use recognition in an authentic and strategic way to support motivation, value contributions, and strengthen engagement within their team.

Summary

This

training enables managers to develop the essential practices needed to build an engaged team. It provides concrete tools to act on the main drivers of engagement and encourages participants to analyze their practices, experiment with structured approaches, and define targeted actions. Through experiential activities, managers will be able to take tangible action to create a motivating climate based on communication, accountability, and recognition.

The main

objective is to encourage managers to adopt behaviors and strategies that foster sustainable engagement by giving them the means to create a climate of trust, recognition, and collaboration that supports their team's motivation and performance.

Course outline

Understanding the drivers of motivation

- Individual sources of motivation and the manager's role
- 12 key indicators of motivation: basic needs, support, teamwork, and growth
- Autonomy, mastery, and purpose as drivers of engagement

Mobilizing

your team day to day

- The three signs of mobilization: speaking positively, staying, and going the extra mile
- Profile of a mobilized team: purpose, clients, relationships, recognition, operations, and roles
- Analysis of a demobilization situation and identification of possible action steps

Adopting

the practices of an engaging leader

- Set the direction and clarify shared values
- Inspire a meaningful vision
- Encourage experimentation, collaboration, and everyone's contribution
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Prepare

and deliver engaging communication

Making

recognition a driver of engagement

- The five golden rules: sincerity, spontaneity, specificity, personalization, and variety
- Formulating meaningful recognition adapted to the person
- Effects of recognition on motivation and sense of belonging

Turning learning into action

- Profile of mobilization factors within their team
- Selection of the most appropriate type of recognition
- Definition of concrete action steps to strengthen engagement
- Personal commitment: continue, stop, and start

Approach and methodology

Our

training strategy is based on three pillars:

1. Learning

about oneself and the content

2. Learning together

The module

format is highly interactive, which makes it possible to:

- Increase participants' level of engagement.
- Share and learn from the experience of other participants.
- Use concrete examples that can be easily transferred to the workplace.

3. Learning through action

At the end

of the module, participants make a commitment to themselves, their team, and their manager. This is a mission to put into action in their daily work and will contribute to the optimal transfer of learning.