Executive Leadership

Duration: 60 hours
Audience: Dirigeant et cadre

Who is this training for?

Managers of managers and experienced leaders who want to:

- Maximize their leadership, coaching and management skills
- Have more impact and develop their potential
- Push their performance further in terms of results and teams.

For example, if you are:

- A manager who has been in office for a few years, wishing to consolidate your leadership and looking for practical tools to better structure your management (at the organizational, operations and human resources levels) in order to be more efficient and more effective in achieving your results and act as a coach for your teams.
- A manager entering a new management position, wishing to build a solid management foundation to succeed in this position and wishing to acquire the essential tools to exercise his leadership role by adopting behaviours that promote the emergence of his leadership.
- A manager considered to be the next generation or high potential for senior positions and wishing to develop your management skills and acquire the essential skills and tools to be an effective leader, take on new challenges and develop your coaching posture to develop and mobilize your team.
- A manager, senior executive, executive or entrepreneur who wants to reach a higher level of mastery of your leadership, management and coaching skills, the program is ideal for senior leaders who want to reach the next level of performance.

Training objectives

At the end of this course, you will be able to:

- Take ownership of your role as a leader/manager/coach and effectively exert your influence
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Increase your effectiveness, productivity and performance

- Be more focused, clear and effective towards achieving your results
- Efficiently manage your priorities and those of your teams (planning and management skills)
- Use concrete tools to exercise effective and inspiring leadership
- Act on the mobilization and motivation of your team
- Promote employee attraction and retention through increased job satisfaction and motivation
- Communicate in a clear and mobilizing way
- Intervene appropriately to coach, develop and empower your teams in order to achieve results

Summary

Ready to propel my organization forward. Ready to shape the future. Proven by a distinguished clientele, the Executive Leadership Pathway includes a practical and accessible toolkit filled with examples and scenarios as well as practice books for each module. Based on our powerful Successful and Inspiring© Leader Model, the course will allow you to understand the purpose and importance of the three roles of the leader (leader, manager, coach), and to master the essential tools of the manager, coach, leader as well as communication tools. During your program, you will put these essential tools into practice, work on your challenges with your coach and colleagues, and share your successes.

Course outline

The program, designed as a dynamic boot camp, and facilitated by an executive coach with extensive experience in an intimate group of 5 to 8 participants, includes :

Comprehensive material : the Successful and Inspiring© Leader Model, a self-assessment based on the model, a practical toolkit filled with examples and scenarios, and a practice book.

14 group sessions : 1 introductory session to understand how the program works, learning tools, and expectations. 12 group coaching and co-development sessions of 1h30 every 3 weeks via virtual remote sessions.

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The sessions are recorded and therefore available in the event of an absence. 1 follow-up session after 3 months of the end of the program. "360-style" feedback to the team based on the skills of the NOVO LEADER model.

3 one-on-one coaching sessions with an experienced executive coach including a session for the debriefing of the Nova Personality and Motivation Profile and team feedback. (Additional sessions available as needed by agreement)

A peer group to share your knowledge.

The 3 months following the end of the main program (between session #12 and session #13), weekly communications serve as reminders to put the tools into practice.

Your potential powered by science and technology! Our B12 platform uses cognitive science and artificial intelligence to increase the impact of our programs. It is a gym to strengthen the transfer of new knowledge, develop new habits, measure results and accelerate use at work.

- Improved participant engagement
- Knowledge retention and reinforcement
- Effective learning transfer to the field
- Strategic performance measurement and evolution monitoring
- Adoption of habits and behaviors that lead to success

Group sessions : 14 Group coaching and co-development sessions via virtual sessions, by an experienced executive coach :

#1. Introduction to the program (functioning and expectations)

#2. The model: its 3 roles and its essentials.

#3. A clear and understood direction and a solid communication and performance management system

#4. Tight management of priorities

#5. A clear delegation of roles, responsibilities and authority and A clear delegation of mandates

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#6. Positive and constructive feedback, punctual and precise

#7. An update on the progress made towards the implementation of best practices covered to date

#8. Listening and questioning to learn, understand and develop and Constructive dialogue

#9. Stimulating development plans

#10. Moments of Coaching That Propel

#11. A spirit of collaboration and cooperation of the teams and The commitment and motivation of the teams.

#12. The signature: the personal identity of the leader (values, talents and branding)

#13. The learning report and the action plan for the next 3 months

#14. Follow-up on the assessment and action plan

Following each session, you will have exercises for a concrete and progressive implementation of the tools and best practices. Group exchanges allow you to learn by learning from the experience of other participants living the same realities while benefiting from individual coaching with an experienced coach: a synergy at an advantageous cost. In addition, the virtual sessions save time and are highly geographical.

Approach and methodology

The program, designed as a dynamic boot camp, and led by a highly experienced executive coach, includes:

- Comprehensive materials: the Successful and Inspiring© Leader Model, a model-based self-assessment, a practical toolkit filled with examples and scenarios, and a practice book.
- 14 group sessions: 1 introductory session to understand how the program works, learning tools, and expectations. 12 group coaching and co-development sessions of 1h30 every 3 weeks via virtual remote sessions. The sessions are recorded and therefore available in the event of an absence. 1 follow-up session after 3 months of the end of the program. "Type 360" feedback to the team based on the skills of the NOVO LEADER model. 3 one-on-one coaching sessions with

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Prerequisites

What are the criteria for admission of participants? Because the success of this program depends on the synergy of the group and the resonance of business issues, we have set up a process for selecting participants. The selection of participants is mainly based on specific requirements, such as their knowledge, experience and the business issues they experience on a daily basis to maximize the contribution they can make to the group. A member of our admissions committee will have an interview with you to validate the motivation, the stakes and the winning conditions of the participant before validating the registration.

Recommendations

- A manager who has been in office for a few years, wishing to consolidate his leadership and looking for practical tools to better structure your management (at the organizational, operations and human resources levels) in order to be more efficient and more effective in achieving your results and act as a coach for your teams.
- A manager entering a new management position, wishing to build a solid management foundation to succeed in this position and wishing to acquire the essential tools to exercise his leadership role by adopting behaviours that promote the emergence of his leadership.
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Legal notices

Duration: 14 sessions lasting 1h30 divided between 9 and 12 months to promote learning and the gradual integration of best practices into your daily management.

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