

Leadership and Team Management

Duration: 5 days

Audience: Gestionnaire

Who is this training for?

- New managers : Whether you're managing people, products, or projects, learn the skills you need to succeed from day one.
- Experienced managers : Improve your management skills by applying the practical tools of our experienced leader-facilitators and experts.
- The next generation : Start preparing for a future management role by accessing the best tools within a learning community.

Training objectives

Be ready to...

- Gain confidence in your role as a team manager
- Raise your level of maturity as a leader
- Manage your team with a human approach
- Implement new influence and collaboration strategies
- Mobilize your team, generate collaboration and commitment to achieving business results. ... and create direct benefits for your organization
- Foster a healthy and humane work environment
- Develop high-performing teams aligned towards a common goal
- Foster an inclusive and collaborative culture
- Facilitate adaptation to changes and organizational challenges
- Strengthen employee engagement and retention

Summary

Ready to manage an effective team. The Leadership and Team Management program prepares emerging managers and executives to become more effective and inspiring leaders to contribute to

the success of their teams and their organization. This highly personalized program of 10 practical workshops will give you the tools and business strategies necessary to develop and strengthen your leadership and management skills, excel in decision-making and maximize your performance.

Duration: Offered in 10 half days or 5 full days.

Course outline

Live the experience of a practical and accelerating course to teach yourself and perfect, in 5 weeks, the fundamental tools of leadership and team management through the practice of concrete tools and exercises in peer groups, applicable the next day in your team and within your organization.

Study plan :

Session 1

Act with impact

Know yourself to determine the skills that need to be developed in order to embody the manager you want to be.

- Assess your leadership skills and identify your development priorities.
- Take concrete actions to act on its management traps.
- Make difficult choices to be consistent with the context.

Have quality conversations

Develop your listening skills to exercise leadership based on trust.

- To become aware of the impact of one's beliefs and certainties on oneself and on others.
- Adapt your communication style to create better conversations
- Hold conversations with openness and willingness to improve the relationship and achieve the desired results.

Session 2

Communicating Clear Expectations

Holding Accountable and Communicating Expectations.

- Clarify your intentions before starting a conversation
- Setting up winning conditions by communicating clear and engaging expectations (case study)

Giving and receiving engaging feedback

Integrating feedback elements into day-to-day management to ensure continuous skills development.

- Practice the art of giving and receiving feedback in the service of better individual and organizational performance.
- Document a difficult situation that you want to solve

Session 3

Coach to update talents

Adopt the coaching posture to promote the empowerment and autonomy of team members.

- Understand the different hats of the manager.
- Develop coaching skills.
- Identify your development priorities as a coach.

Managing Humans

Becoming aware of the source of emotions and its manifestations in order to better support and empower the members of your team.

- Appreciate the important role of emotional intelligence in managing oneself and one's interpersonal relationships.
- Identify the triggers and "stressors" that can affect actions and know how to respond to them as part of its management.

Session 4

Managing difficult situations

Act with authenticity and confidence with employees in a difficult context.

- Know how to position yourself and analyze the elements related to an issue with an employee.
- Develop your skills to manage a situation, sometimes emotional, to generate results and collaboration.

Align my team with results

Communicate a clear vision to inspire your team to actively participate in achieving goals

- Recognize the elements that promote performance and results management as a team.
- Apply a methodology to align a team with results. Use tools that track results (case study)

Session 5

Navigating change

Accompany your team with confidence in a context of change by recognizing the elements at stake.

- Identify and respond to employee needs and concerns in an evolving context.
- Define and communicate a change effectively.

Build an engaged team

Define and align actions to effectively mobilize your team.

- Identify the elements that impact the motivation of your team members.
- Share a common vision with my team by communicating in a mobilizing way.
- Giving and receiving impactful recognition.

Approach and methodology

LEARNING EXPERIENCE POWERED BY B12.

A unique pedagogical approach inspired and facilitated by experienced manager-leaders who will share their vision, knowledge and know-how to help you adopt and put into practice the fundamentals of leadership and team management.

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Learning in Community : Collaborative activities and workshops focused on practice, exchange and mutual support between experienced and multi-industry peers to support skills development. A powerful network of mutual aid and support to generate action.

- Concrete and action : Practical cases, tools and immersive concrete exercises to support the sustainable adoption of leadership and business behaviours and fundamentals in a business context.
- Cognitive Science for Learning : Micro-learning, personalized development plan, hands-on activities, experimentation lab, measurement and monitoring of progress to promote goal achievement, autonomy, engagement, and learning transfer.

Recommendations

- Be open to developing your leadership posture and questioning your management practices.
Actively participate in workshops, exercises and exchanges to take full advantage of the training.
- Apply the tools and strategies learned in their work environment
- Be involved in self-assessment exercises and individual action plans to support their development.
- Consider this training as a foundation for developing long-term management and leadership skills.