

TARGET



Anyone who, in their role, must bring stakeholders on board and who wishes to do so in an authentic manner by creating meaning and desire, and by building on existing strengths.

STAKES

We expect leaders to provide guidance, direction or advice. Even more, a vision for which they will be ready to move mountains and that they make us want to follow them in this task.

It is certainly only in authenticity that leaders will be able to thrill all those they want to set in motion. Their leadership will truly emerge only once they are connected to themselves, to others and to a mission with a strong purpose.

BENEFITS

- Master your personal leadership skills
- Inspire a collective group and set them in motion towards any transition
- Act as a servant leader to generate excitement and commitment
- Enhance the talents of every teams

PREREQUISITES

No prerequisite or prior knowledge are necessary to register for our training courses.

TEACHING METHODS

Our inter-company training courses include 5 days (35 hours) of collective coaching, one day per month.

In order to train both for face-to-face and remote interactions, *the 3rd day takes place in remote mode*, via Teams. We meet in the same physical location for the other 4 sessions.

4 MONTHS



the program takes place over 4 months with the aim of triggering awareness, decisions and actions for a long-term behavioral change.

TRAINING ACCESSIBILITY

All our inter-company training courses take place in locations adapted to accommodate people with disabilities.

In general, if there are people with disabilities among the participants, please let us know and tell us what you want to put in place to allow them to fully participate in the training.

TERMS OF SERVICE

<http://www.amenity.fr/conditions-generales>

CONTACT

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Day 1 should they follow you?

First, understand the dynamics at play, knowing, wanting and being able, what Victor Hugo already called "the three words that rule the world" and the possible leadership styles. Then, play with different levers allowing on the one hand commitment and on the other driving change.

- Leadership styles: adapting to diversity
- Meaning, Willingness, Ability and more: 4 pillars behind strategy and culture
- Driving a transformation: anticipate and enable the dynamics of a successful Change
- Attitudes to arouse and guide commitment

Day 2 strengths and stakes

To understand, use and develop our individual leadership talents, we will study our behavioral profiles, our primary qualities and resources and we will seek the benefits of feedback in this context. Our goal will be to concretize the expression of the mission and personal values of each person, in connection with their talents; to master the forces at play.

- Behavioral profile: activate effective communication on 3 levels
- Ofman's quadrant: grow through your core and resource qualities
- Feedback: know how to use your environment
- Uncover your personal mission and values with the MWA+ model

Day 3 (remote) authenticity and trust

Authenticity and trust are inseparable and take on their full meaning in environments governed by the rules of infinite games. Mixing cooperation and competition, based on trust and respect for strong values, while ensuring an optimal level of positive energy. Welcome to the world of authentic leadership.

- Principles of coopetition: take, give or share
- The Trust equation
- Express and share your personal mission and values
- Energy: how to stay in the green zone?

Day 4 team dynamics

Collective intelligence is directly linked to team functioning and is governed by the formula $1+1=3$. To reach this level, the leader must know how to build and operate a team. Facilitating effective meetings, choosing appropriate decision-making methods and clearly defining rules and roles will enhance any great team.

- Team building: 6 steps to form the A-team
- Levers for a great team to work as a great team
- Meeting management: the benefits of an efficient collective performance
- Consensus & other decision-making methods

Day 5 without hierarchical authority

True leadership can, must, be expressed without using hierarchical authority. Knowing how to lead a network of stakeholders, convincing and knowing the strategies of transverse influence or conflict management... all about discovering the tools to best carry out your mission.

- Key attitudes to convince
- Grow your network of influence
- Influence across the organization: 5 attitudes between involving and escalating
- Strategic choices in conflict management