



TARGET

Anyone in a management role who wishes to support all their colleagues in their growth and success.

STAKES

Understanding the needs and singularities of individuals, adapting our communication for that, enabling agility in the face of change and driving the teams we lead to success; these are some crucial skills for modern managers.

Like gardeners, they are now actors in the sustainable development of each of their team members, to activate their talents.

BENEFITS

- Manage your team's performance daily
- Create an environment conducive to talent development
- Lead change and drive transitions within the company or organization
- Know how to announce decisions and delegate effectively

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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LEARNING PATH AND DETAILED PROGRAM

Day 1 interactions & motivation

To get started, it is useful to understand some of the fundamentals of human behavior and motivation, to develop tools that enable engagement and motivation. The perception filter, the 4 pillars of engagement, SMART or concrete objectives are all elements that will allow us to delegate effectively.

- Perception filters: learning from each other's vision
- 4 pillars to generate commitment
- Defining an objective: agreeing on performance criteria
- Delegation and empowerment, sources of engagement

Day 2 coaching & performance

The manager-coach supports each employee by giving them ownership over their personal development. The feedback that is given and the feedback that is requested, associated with questioning and listening are essential tools in this approach. In the context of remote management, the employee's autonomy is also an important lever.

- Communication tools adapted to management
- The follow-up interview, when the manager becomes a coach
- Feedback: great tools to grow and help others grow
- Remote management: how to manage the balance between tasks and relationships?

Day 3 (remote) decision & change

When faced with criticism, the managers must know how to handle emotions, both their own and those of their counterpart. This skill will be necessary to become effective in announcing decisions. In more detail, knowing how to communicate about change and being able to manage it will help creating and growing commitment.

- Managing emotions and relationships when facing criticism or contradiction
- Announcing a difficult decision effectively
- Change management: what process to facilitate commitment?
- Announcing a change: driving each transition step

Day 4 alignment & talents

Allowing good intentions, intrinsic qualities and talents to express themselves and trigger positive results. Knowing how to arouse and manage talents, to offer everyone the right conditions to express their full potential.

- Realignment: how to motivate for a needed behavioral change?
- Personal development and talent management: organizing the future
- Talent management: valuing each request or proposal

Day 5 influence across the organization

Managing upwards to have the means to act and knowing how to convince in all directions is crucial. Just as important is knowing how to create an effective collective dynamic in meetings, to generate decisions, actions or creativity, whichever is needed.

- Manage your manager
- Convincing and successful presentations in front of the management board
- Leading creative meetings
- Facilitating productive work sessions