

Strengthening Your Leadership as a Manager

Date and duration
Training code : MGMT10EN Duration : 3 days Nombre d'heures : 21 heures
Body
<p>Strengthening the posture of a manager-leader involves developing strong communication skills as well as the ability to inspire and motivate teams. Beyond that, effective management of responsibilities fosters consistent and inspiring leadership.</p> <p>This 3-day training course will allow you to discover, acknowledge, and become aware of your natural manager-leader posture, and work on it through a series of role-playing exercises. The program includes 7 modules with group case studies, briefings and debriefings in plenary sessions, as well as several self-assessment tests.</p> <p>By the end of the course, you will have practical managerial tools and methods that can be applied immediately. This training is highly operational and strongly focused on hands-on practice, which represents 60 to 70% of the total training time.</p>
<p>Note: In the context of an INTRA training course, a preparatory meeting will be organized prior to the training to customize the program according to the participants' objectives and work environment.</p>
Objectifs
The main objectives of this management and leadership training are to develop the following skills:
<ul style="list-style-type: none">• Strengthen your ability to provide effective leadership and inspire by motivating and guiding your team members• Enhance your personal development and self-awareness as a manager• Develop managerial postures and skills to better manage your team• Improve your management tools and methods
Points forts
<p>This training includes:</p> <ul style="list-style-type: none">• Case studies to apply real-life management and leadership situations• Interactive quizzes to test knowledge acquisition• Role-playing exercises to practice communication and decision-making• Opening briefings and closing debriefings to set objectives and reflect on learning outcomes• These methods will help you establish, validate, and consolidate the skills you acquire throughout the course.
Modalités d'évaluation

Quiz / QCM
Case study

Pré-requis

Attending this **management and leadership** training does not require any formal prerequisites. However, having solid prior experience in management is strongly recommended to fully benefit from the program.

Public

This training is designed for:

- Mid-level or senior managers who want to strengthen their leadership skills
- Managers seeking to learn new team management techniques and enhance their leadership posture to better motivate and guide their teams.

Programme

Module 1: The Roles, Responsibilities and Postures of a Manager-Leader

- Transitioning from an expert manager to a leader
- Exploring individual career paths and sharing experiences

Module 2: V2MOS and Inspiring Teams

- Understanding and adopting your organization's V2MOS (Vision, Mission, Values, Objectives, Strategy)
- Translating the vision into a roadmap for your team
- Aligning team objectives with organizational objectives
- Defining and formalizing individual and collective objectives

Module 3: Analyzing the Functioning of Your Team

- Identifying the team's core values
- Defining roles and responsibilities clearly
- Identifying personalities and thinking styles
- Assessing the maturity level and relationship dynamics of team members

Module 4: Managing Performance

- Identifying types of performance indicators
- Aligning objectives, resources, and indicators
- Building a Balanced Scorecard (BSC)

Module 5: Facilitating Collaborative Work

- Clarifying the collaboration framework
- Mobilizing potential and co-constructing collaboration
- Stimulating collective intelligence
- Framing your leadership and management style

Module 6: Building Leadership Status and the Ability to Motivate Others

- Diagnosing your managerial communication practices
- Positioning and developing your leadership

- Establishing and validating work rules
- Identifying and understanding your team members' motivation drivers

Module 7: Coaching and Supporting Team Members Toward Their Goals

- Evaluating individual and collective performance
- Negotiating a pact with your team members
- Adapting your leadership style based on motivation, autonomy, and skills
- Celebrating achievements