

Strengthening Your Leadership as a Manager

Date and duration
<p>Training code : MGMT10EN</p> <p>Duration : 3 days</p> <p>Nombre d'heures : 21 heures</p>
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: <i>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.</i></p>
Objectifs
<p>The main objectives of this management and leadership training are to develop the following skills:</p> <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