Managing Teams with Agility

Date and duration
Training code : MGMT13EN Duration : 5 days Nombre d'heures : 35 heures

Body

Today's professional world is constantly evolving, and so is the role of managers. Leading a team that can adapt to change and evolve without constraints requires acquiring new skills. To address these challenges, the "Managing Teams with Agility" training program provides you with best practices and essential tools for **modern and effective management**.

Offered over 5 or 8 days, the first 5 days focus on the **fundamentals of agile management**, communication, leadership development, situational analysis, conflict management, and more. The optional additional 3 days cover **collaborative work, public speaking,** innovation, and relational intelligence.

Through interactive modules and practical workshops, you will develop the key skills needed to reorganize tasks, foster autonomy, and strengthen team cohesion.

At the end of the program, you will also be prepared to **achieve the "Managing Teams with Agility" certification**. Recognized by the French State, it is delivered by our certification partner Bi'Com and **registered in the official France Compétences** directory under number RS6518.

Bi'Com is a certification body specialized in HR consulting and management.

Objectifs

At the end of the training, you will achieve the following skill objectives:

- Acquire the essential practices and tools of agile management
- Adapt communication to different employee profiles and situations
- Develop individual and collective performance, as well as cross-functional collaboration within the team
- Lead your team while fostering cohesion
- Define and drive your managerial project
- Gain deeper self-awareness and better understand your team in order to support your employees sustainably
- Handle sources of conflict effectively through active listening and stakeholder involvement

Points forts

A comprehensive training program for managers, eligible under the French CPF (Personal Training Account) scheme: acquire new skills in agile team management, take part in engaging hands-on workshops, and earn the

"Managing Teams with Agility" certification.

Certification

This training program is designed to prepare you for the professional certification "Managing Teams with Agility." Registered in the <u>France Compétences specific directory under number RS6518</u>, it validates the knowledge and skills you have acquired. To obtain this certification, you will receive an official invitation from our <u>certification partner Bi'Com</u> within one month after completing the training in order to sit the exam.

Exam Information:

The certification exam consists of a professional role-play based on a real or simulated case. You will be asked to write a document analyzing your current management approach, its consequences, and your proposal for a new management model adapted to the context.
Next, **during an oral presentation before a jury**, you must defend your project, justify the choice of monitoring tools used to respond to performance gaps, and explain the adjustments made to your managerial posture to foster team motivation and engagement.

Modalités d'évaluation

Quiz / QCM
Travaux Pratiques
Etude de cas

Pré-requis

To enroll in this training program, you must meet one of the following prerequisites:

- Have initial experience in frontline/people management
- Have a professional project that requires rethinking your managerial approach in response to changing, constrained, or unstable work environments

Public

This training program is designed for:

- Beginner, experienced, or senior managers who wish to acquire or enhance their skills to improve the performance of their team(s).

Programme

Part 1 (5 days)

Introduction and Training Objectives

- Participant introductions and expectations
- Training goals and program overview
- Self-assessment and positioning test

Module 1: Fundamentals of Agile Management

- Define what agile management is
- Identify the benefits of agile management
- Discover agile methodologies such as Scrum, Kanban, etc.

Practical work:

- *Quiz and group discussion on agile management concepts*

Module 2: Situation Analysis and Building a High-Performing Organization

- Conduct a SWOT analysis of the team and organization
- Establish and apply ground rules for agile management
- Map out the team and roles

Practical work:

- SWOT analysis and results presentation

Module 3: Leadership and Self-Knowledge

- Identify your personality profile as a manager (DISC, MBTI)
- Recognize different managerial approaches and identify your dominant style

Practical work

- DISC/MBTI test, results discussion, and leadership development

Module 4: Adapting Management to People and Situations

- Identify team members' profiles and highlight their talents
- Understand different management styles depending on the situation

Practical work

- Adapting management styles to employee profiles

Module 5: Communication and Conflict Management

- Apply positive communication techniques (active listening, questioning, reformulation)
- Encourage and support employees in achieving their objectives
- Manage team conflict situations with agility (methods and practices)

Practical work

- Role-playing and conflict management simulations

Module 6: Effective Decision-Making

- Apply decision-making techniques
- Analyze case studies and simulations
- Share feedback and experiences
- Create an activity and support monitoring dashboard

Practical work

- Case study and decision-making simulations

Module 7: Motivation and Team Cohesion

- Learn motivation and recognition techniques
- Organize collaborative meetings
- Design and implement a managerial and cross-functional action plan

Practical work

- Planning and running collaborative meetings

Module 8: Managing Activities in Agile Mode

- Define team KPIs (productivity, growth, etc.)
- Translate collective objectives into individual objectives

Practical work

- *Build and present a performance dashboard*

Module 9: Managing Organizational Change

- Establish a culture of change within the team
- Apply techniques to foster change
- Manage resistance to change

Practical work

- Case studies and discussions on change management

Part 2 (3 days)

Module 10: Implementing a Collaborative Work Model

- Understand the concept of collaborative work
- Apply brainstorming and meeting techniques
- Define KPIs and set objectives

Practical work

- Brainstorming and KPI development

Module 11: Conducting Effective Meetings and Interviews

- Prepare and lead activity meetings
- Conduct individual interviews (follow-up, coaching, evaluation, corrective feedback)
- Use constructive feedback techniques

Practical work

- Interview and feedback meeting simulations

Module 12: Public Speaking and Meeting Facilitation

- Apply public speaking techniques
- Simulate meetings and receive peer feedback

Practical work

- Public speaking simulations and peer evaluation

Module 13: Developing Relational Intelligence

- Strengthen relational skills
- Practice active listening and non-violent communication
- Manage stress and emotions

Practical work

- Applying communication and stress management techniques

Module 14: Fostering Transversality and Innovation

- Encourage innovation and creativity
- Analyze practical case studies
- Share feedback and experiences

Practical work

- *Innovation workshop and experience sharing*

Module 15: Designing a Managerial Action Plan

- Define and drive your managerial project
- Develop individual action plans

Practical work

- *Presentation of action plans, evaluation, and training feedback*