

LEADERSHIP PROGRAM

(English, French)

Target

Experienced managers
Members of the Executive Management Board
Challenge the 21st century's complexity

Expected Results

Self assurance
Induce cohesion among participants (specifically in case of boards)
Understand the organisation as a whole

Methodology

Socratic!
Based upon an enterprise novel. Limited to 8 participants (except for board teams)
7 times one day session each 4 weeks. This long period fosters sustainability.
Participants are the actors.
Climate key words: demanding, respecting, no judgment, no critique.

4 important steps for each session:

- Discover:** discover the chapter of the novel
- Analyse and Think:** written answers to text questions
- Share and enrich:** sharing the answers and analysis with all participants
- Apply:** At the end of each session, all participants define an objective to achieve for the next session

Content

Session 0: The seminar team, time management, set clear objectives
Session 1: Governance, Balance, Organisation, Management style
Session 2: Listen, communicate, and understand cultural marks
Session 3: Trust. Behaviour determinants
Session 4: Make the difference between management and leadership
Session 5: Take benefit from diversities, evaluate people
Session 6: Understand the change. Enterprise culture: Innovation at all levels

Tools

Two omnipresent continuous concerns: emotional intelligence, behavioural intelligence. A few examples of tools: Time management, mind map, decision and consensus, communication key, indicators, lead Y-generation, change management, innovation, evaluation, induce,...