

Strengthen your managerial legitimacy



ML-38 2 Days (14 Hours)

Description

Managers are appointed responsible for a team mainly for their expertise and knowledge of the profession. This immediately gives them technical legitimacy with their colleagues and the rest of the company. But what about their managerial legitimacy? How can you be recognized as a 'management professional' when you come from the team for which you are responsible? When we continue to ensure the achievement of operational objectives while managing? When you are a new manager taking up a position? The acquisition of management practices is useful to establish one's legitimacy as a manager, but it is not enough. In addition to these learnings, the manager must still dare to exercise his authority. This is the purpose of this training.

Who is this training for ?

For whom

Hierarchical or transversal manager.

Prerequisites

Aucune

Training objectives

- Identify the foundations of legitimacy in your new functions.
- Act on the levers allowing you to develop your managerial legitimacy.
- Gain legitimacy in delicate situations.

Training program

En amont du présentiel

- A video.
- A self-diagnosis.

Les fondements de la légitimité managériale

- What distinguishes legitimacy from authority and power.
- Act on the pillars of managerial legitimacy: the context; the positioning; the relationships with the actors concerned by the authority; the manager himself.

4 Adapter l'exercice de l'autorité à ses collaborateurs

- Clarify your personal perception of authority.
- Accept your own authority.
- Adapted authority, what is it? Find the right balance between autonomy and authority.

Exercer son autorité de manager

- Clarify the rules of the game.
- Dare to say.
- Know how to balance authority, agreement and negotiation.

Trouver sa légitimité dans son contexte Vérifier la clarté de son mandat auprès de sa hiérarchie.

- Obtain the support of your superiors.
- Assert yourself with consistency and conviction.

S'affirmer dans les situations délicates Manager dans des situations délicates.

- Manage specific profiles: former colleagues; older colleagues; experts.

Après le présentiel, mise en œuvre en situation de travail

- A training module.
- To learn more about remote activities A video 'hours late!'.
- A training module ' Develop your assertiveness - Level '.