

Driving change: the 5 talents of the manager



CC-9 2 Days (14 Hours)



Description

In a context which demands more responsiveness, flexibility and commitment from employees every day, managing teams cannot be improvised and requires more than ever real professionalism to fully exercise its multifaceted profession : leader, manager coach, and change leader. The training is intended for experienced managers. Beyond management skills, it allows them to develop their leadership qualities and their ability to support change. The skills acquired during this training are directly transferable to the field and allow everyone to exercise their different roles in the best conditions. Participants from the same class meet during each classroom training module and can thus share the practices and experience acquired between sessions to promote their development of skills.

Who is this training for ?

For whom

Hierarchical and transversal manager.

Prerequisites

None.

Training objectives

- Know your profile as a change leader and identify that of your colleagues
- Clarify the objectives of the change and explain them to your teams
- Drive your employees into change by making them proactive
- Transform constraints into data to easily bounce back from difficulties
- Increase your power of influence by building an effective network of allies

Training program

1342Premier talent : vous, pour incarner les changements

- days in classroom training Identify the four styles of change leaders.
- Identify the characteristics of these styles.

Deuxième talent : votre lucidité pour choisir une stratégie être lucide en utilisant cinq principes.

- Managing change: progress or disruption.
- be resilient and prepare to change and make change.
- Use the objective strategy.
- be clear about the advantages of not changing and the negative consequences of successful changes.
- Identify the criteria that make a change objective achievable.

Troisième talent : votre capacité à créer le futur

- Use metaphors to convey messages for change.
- Use the table of purposes.

Quatrième talent : votre réseau d'alliés

- Build a network of allies according to three principles.
- What are networks for? Identify allies in the team or project group.
- The nomenclature of networks.
- Which network to choose? The probable process of appropriation of change.

Cinquième talent : vos premiers pas

- Start with immediate changes to make changes successful.
- Plan progress: permutation over time.
- O' e-learning modules Managing change : approach and tools Translate the change into objectives to be achieved.
- Define the objective and the context.
- Identify relevant solutions to succeed in your changes.
- Identify the brakes and accelerators of change.
- Anticipate the consequences of change.
- Manage change: create the vision of the future Think and proactively build the future.
- Live the method of desired states.
- Dare to ask impertinent questions.
- Appropriate the method of the table of purposes.
- Adopt metaphors.
- Managing change: the strategy of allies Adopt the network attitude.
- Bring the different types of network into effective use.
- Identify the key players to lead a change.
- Recognize and manage the fears of your interlocutors.
- Adopt a relevant attitude to manage conflicts.
- Initiate the dynamic of change Think globally and act with precision.
- Appropriate the theory of commitment.
- Pay attention to the small details and the first steps of change.
- Use the good practices and avoid pitfalls.