

# Course : Develop your leadership skills with the ESCI 360° tool

diagnosis of 12 key skills

*Practical course - 2d - 14h00 - Ref. ESI*

*Price : 1360 € E.T.*

★★★★☆ 4,7 / 5

The ESCI is a 360° tool that sheds significant light on our emotional and relational behaviors. It provides an objective analysis of our 12 key skills, based on a comparison between our own self-diagnosis and the diagnosis of our professional and personal environment.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Measure your 12 emotional and social skills
- ✓ Become aware of your strengths and areas for improvement
- ✓ Set up an action plan to reinforce skills
- ✓ Develop a performance culture with new behaviors within your team.

## Intended audience

Executives, line and cross-functional managers, project managers and sales people wishing to optimize their performance by improving their leadership skills.

## Prerequisites

No special knowledge required.

## Practical details

### Conditions of realization

The ESCI questionnaire must be completed prior to training. The individual report will be given to each participant during the course.

### Teaching methods

Personalized training based on the results of a 360° diagnosis, giving quantified feedback on your 12 emotional and social skills.

## Course schedule

### PARTICIPANTS

Executives, line and cross-functional managers, project managers and sales people wishing to optimize their performance by improving their leadership skills.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Diagnosis of Social and Emotional Competencies

- Analysis of diagnostic results.
- Self-awareness.
- Managing yourself and your emotions.
- Understanding others.
- Relationship management.
- Perception filter for self and interlocutors.

### Exercise

Analysis of its ESCI Inventory.

## 2 Self-awareness: knowing your emotions and behaviors

- Become aware of how our emotions influence our performance.
- Decipher your values and positive or limiting projections.
- Be aware of the emotions that affect your own effectiveness.
- Identify spontaneous behaviors.

### Exercise

Workshop on [[drivers]] and their influence on behavior.

## 3 Self-management: developing resonant leadership

- Understand the concept of resonance leadership.
- Create a dynamic of evolution and continuous learning.
- Develop flexibility and adaptability in the face of change.
- Control emotions and impulses in tense or crisis situations.
- Build a positive vision of people, situations and the future.

### Role-playing

Communicate a positive vision of yourself and your managerial actions. Supporting change. Manage tensions effectively.

## 4 Understanding others: developing empathy and influence

- Be attentive to others.
- Understand what is not said, what others are thinking and feeling.
- Observe other people's behavior to understand their emotional state.
- Decipher group interactions and power relations.
- Understanding networks of influence.

### Exercise

Filmed illustrations: facial expression recognition. Analysis of company organization chart and dynamics.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

## 5 Relational management: federating, leading, motivating

- Develop your leadership skills.
- Know how to persuade and convince.
- Develop team spirit and synergies.
- Bringing people together around a project.
- Stimulate team skills.
- Manage disagreements effectively.
- Negotiate and resolve conflicts.

### Role-playing

Role-playing concrete situations: team cohesion, communication, conflict management.

## Dates and locations

### REMOTE CLASS

2026 : 25 June, 5 Nov.

### PARIS LA DÉFENSE

2026 : 25 June, 5 Nov.