

Course : Reconciling management and expertise

Practical course - 2d - 14h00 - Ref. QME

Price : 1360 € E.T.

★★★★☆ 4,8 / 5

BEST

In a context where organizations are increasingly demanding versatility, reconciling the role of business expert with that of manager is a major challenge. This training course will enable you to strike the right balance between these two dimensions, whether you are just starting out or already engaged in a dual role. You'll learn how to leverage your expertise while developing your managerial skills to effectively lead your team and meet your organization's strategic challenges. You'll discover the tools and methods you need to manage your priorities, mobilize your staff around shared objectives, and foster the commitment and skills development of each individual.

Teaching objectives

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

- ✔ Situate yourself in your role as manager and expert
- ✔ Adapting your management style to contexts and people
- ✔ Assessing motivational drivers
- ✔ Organizing the delegation of expertise
- ✔ Mastering feedback techniques
- ✔ Managing conflict situations

Intended audience

Experts becoming managers, managers having to reconcile expertise and management, managers of experts

Prerequisites

No

Course schedule

PARTICIPANTS

Experts becoming managers, managers having to reconcile expertise and management, managers of experts

PREREQUISITES

No

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 Finding the right balance between management and expertise

Compétences visées

- Identify the roles of expert and manager
- Identify the different types of management
- Understanding the concept of leadership

Activités pédagogiques

- Collective brainstorming: definition of typical expert and manager portraits
- Individual reflection: identify the manager/expert balance required for the position, evaluate your team using the socio-dynamic matrix
- Launch of individual action plan including priority tasks and objectives

Outils et méthodes

- Skills matrix to assess the expert/manager balance
- Socio-dynamic matrix to assess employee buy-in levels

2 Communicating as a leader to succeed in both roles

Compétences visées

- Use the three levels of communication: meaning, process and content
- Uniting around shared values
- Giving meaning by defining and communicating clear objectives
- Prioritize actions
- Organizing information sharing

Activités pédagogiques

- Individual reflection: identifying your team's missions and values
- Application exercises: formalizing a SMART objective, announcing an objective and its follow-up to an employee, organizing time management and prioritizing management and expert activities.
- Enriching your action plan: defining your managerial development plan

Outils et méthodes

- Eisenhower matrix for priority management

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.

3 Understanding and adapting to your team

Compétences visées

- Evaluate the sources of employee motivation
- Adapting management to contexts and people
- Measure the degree of autonomy within the team
- Learn to transfer expertise and delegate
- Giving and receiving feedback

Activités pédagogiques

- Self-diagnosis: assessing your management style
- Individual reflection: identify the motivating factors of your employees
- Application exercises: preparing for a delegation interview with an employee, giving feedback to an employee
- Enriching the action plan: defining a team development plan

Outils et méthodes

- Manager self-diagnosis
- Active listening and feedback techniques

4 Managing conflict situations

Compétences visées

- Identify the balance of power within the team
- Identify the different types of conflict
- Identify the emotions expressed
- Assertive communication in conflict management

Activités pédagogiques

- Application exercise: apply the steps of the DESC method to a given situation.
- Finalizing the action plan

Outils et méthodes

- DESC method
- Assertive communication techniques

Dates and locations

REMOTE CLASS

2026 : 18 May, 9 July, 17 Sep., 30 Nov.

PARIS LA DÉFENSE

2026 : 18 May, 9 July, 17 Sep., 30 Nov.