

# Course : Develop your team leadership skills

Motivate your team with flexibility and high standards

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

**Price : 1360 € E.T.**

★★★★☆ 4,6 / 5

The role of team-leader is becoming increasingly common in the corporate world. Often complex to carry out because of its hybrid status, this role implies significant managerial responsibilities, but is often accompanied by limited room for manoeuvre. This training course will enable you to find the levers to mobilize individuals and teams alike, adopt the right reflexes for managing backlashes off the business line, and fully invest in this emerging managerial posture.

## Teaching objectives

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

- ✓ Understanding the roles and objectives of team leaders
- ✓ Better manage your business and monitor performance
- ✓ Learning to communicate to trigger motivation
- ✓ Optimizing group dynamics for collective effectiveness
- ✓ Leading individual and group rituals

## Intended audience

Any employee in a team leader position

## Prerequisites

No

## Practical details

### Hands-on work

Theoretical input, discussion, practical exercises and role-playing.

## Course schedule

### PARTICIPANTS

Any employee in a team leader position

### 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.

### 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.

## 1 Identifying the challenges of the team leader role

- Understanding the challenges and limits of the team leader role
- Base your legitimacy on something other than authority: competence, exemplarity, skills to value...
- Identify and communicate your area of responsibility with humility
- Understanding and applying different team-leading styles
- Understand the concepts of motivational leadership and situational leadership
- Trust your intuition and adapt your team leading to specific contexts and personalities

### Hands-on work

Introduction of participants and their expectations through a collective reflection on what the role of team leader entails, and discussion of best practices and common mistakes (red flags).

#### 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.

## 2 Using the right management tools

- Understand and accept objectives to better convey them to your team
- Map human resources (skills, roles, authority, etc.).
- Set objectives, define indicators, monitor results and motivate performance
- Adopt the SMART goal formulation method
- Enhance predictability by ritualizing performance monitoring activities
- Monitor project progress, striking the right balance between interventionism and autonomy
- Forge fair leadership principles based on the rights, duties and prohibitions of team leaders

### Hands-on work

Collective questioning and debate, exercises to create objectives and indicators and associated feedback, use of the SMART method...

## 3 Creating team commitment

- Establish clear and effective relational contracts with each team member
- Distinguish between the three modes of communication to communicate effectively
- Develop your use of active listening tools (questioning, reformulation, etc.).
- Learning to say no
- Creating positive, motivating relationships through life positions (transactional analysis)
- Manage the reinforcement of motivation through demanding and constructive individual feedback
- Avoid the trap of psychological games

### Role-playing

Role-playing different phases of individual interviews

#### 4 Creating cohesion and collective momentum

- Understanding the levers and challenges of group dynamics
- Define team behavior rules collectively (and reframe if necessary)
- Dealing with current issues: hybridization, intergenerational, etc.
- Develop collective creativity by experimenting with the co-development technique
- Promote autonomy and co-responsibility among team members
- Stimulate a sense of belonging by putting the group's values into action
- Encourage and organize formal and informal group rituals to foster sharing and cohesion
- Lead team meetings and organize resulting action plans

##### Hands-on work

Collective sharing of difficulties encountered with groups. Co-development exercise. Simulation of different meeting sequences.

#### Dates and locations

##### REMOTE CLASS

2026 : 2 Apr., 4 June, 15 Oct., 17 Dec.

##### PARIS LA DÉFENSE

2026 : 28 May, 8 Oct., 17 Dec.