Publication date : 05/30/2024

Course : Developing behavioral flexibility

Practical course - 2d - 14h00 - Ref. FLE
Price : 1370 € E.T.

4,6 / 5

The ever-changing world of business requires managers and employees to be increasingly flexible. It is therefore essential to develop the ability to listen and observe, to take changes into account, and to adapt to new objectives while retaining the capacity for initiative.

Teaching objectives

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

- Understanding the behaviors generated by change
- Identify your evolution process
- Develop listening and observation skills
- Calibrate your behavior to that of the person you're talking to
- Defining a success scenario

Intended audience

All managers and employees wishing to develop their adaptability skills in a context of change.

Prerequisites

No special knowledge required.

Practical details

Hands-on work

Self-diagnosis, tests. Active role-playing. Role-playing. Exchange of experience. Personalized debriefing.

Course schedule

PARTICIPANTS

All managers and employees wishing to develop their adaptability skills in a context of change.

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 Accepting change

- Understand the influences of change.
- Accept maintenance cycle.
- Set up the evolution spiral.
- Accept changes.
- Identify ineffective behaviors implemented during change.
- Managing stress induced by change.

Hands-on work

Self-positioning test and analysis of results. Case studies "project development interview". Group analysis of sessions.

2 Managing change

- Managing the personal evolution process.
- Identify the phases of evolution. Identification, adaptation, analysis, construction.
- Encourage its evolutionary process.
- Recognize the obstacles to development.
- Lifting the brakes on development.
- Fight habit and develop flexibility.

Hands-on work

Case studies "project repositioning interview". Group analysis of sessions.

3 Relational flexibility: being a good listener

- Develop listening and observation skills.
- Identify natural listening filters and their consequences.
- Recognize "ego states" in exchanges.
- Adopt the right "ego states" depending on who you're talking to.
- Position your behaviors and those of the other person.

Hands-on work

Case studies "professional reframing interview". Group analysis of sessions.

4 Relational flexibility: adapting your behavior

- Identify and accept your contact's values and criteria.
- Calibrate your behavior to the person you're talking to to ensure your objective.
- Reformulate and reframe the message.
- Establish the factors that build trust.
- Define a success scenario.
- Redefine achievable and quantifiable objectives.
- Develop your own motivation to change, and that of your counterpart.

Hands-on work

Case studies. Group analysis of sessions.

Dates and locations

REMOTE CLASS
2026 : 18 May, 1 Oct., 17 Dec.

PARIS LA DÉFENSE
2026 : 18 May, 1 Oct., 17 Dec.

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.