

# Course : Adopt modern management with the 7 key processes

Practical course - 3d - 21h00 - Ref. PFM

Price : 1650 € E.T.



You'll see how to strengthen your managerial skills by developing a peripheral vision and a systemic approach, as well as deploying evaluative and anticipatory processes: STAR modeling, autonomy and innovation, proactivity, participative management.

## Teaching objectives

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

- ✓ Anticipating and bouncing back from events
- ✓ Developing openness and listening skills
- ✓ Setting up managerial contracts
- ✓ Valuing diversity within the team
- ✓ Promoting autonomy in everyone's work

## Intended audience

Managers who want to develop their effectiveness as team leaders.

## Prerequisites

Team management experience required.

## Practical details

### Hands-on work

Numerous exercises and role-plays with individual analysis.

## Course schedule

### 1 Management roles and responsibilities

- Promote peripheral vision.
- Understand reactions in situations of uncertainty.
- Manage personal resources.

### Exercise

Position yourself. Identify your management style.

### PARTICIPANTS

Managers who want to develop their effectiveness as team leaders.

### PREREQUISITES

Team management experience 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.

## 2 Staying one step ahead: key 1

- Be proactive, anticipate events.
- Take the initiative.
- Bounce back from events.
- Manage personal resources.

### Exercise

Behavioral case studies: anticipating and bouncing back from events.

## 3 Defining your objective and your management space: key 2

- Set up a management process.
- Support rather than implementation.
- Identify your real added value.

### Exercise

Case studies of professional change management.

## 4 Implementing the STAR process: Key 3

- S for Start: taking a step back to develop a systemic vision.
- T for Think: analysis of possible scenarios.
- A for Action: action planning and control.
- R for Review: taking stock of our actions.

### Exercise

Organizational problem solving.

## 5 Developing your participative management: Key 4

- Develop your openness and listening skills.
- Involve teams in decision-making.
- Make effective operational decisions.

### Exercise

Practical application to professional decision-making cases.

## 6 Involving your teams: key 5

- Understand and integrate employee feedback.
- Decode and de-dramatize negative interpretations.
- Empowering: establishing managerial contracts.

### Exercise

Putting managerial contracts into practice.

## 7 Developing your diversity management: Key 6

- Include divergent opinions.
- Respect individual differences.
- Resolve disagreements through exchange.

### Exercise

Practical exercises on professional regulation cases.

### 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](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 8 Develop your evolving management skills: Key 7

- Identify and use employee expectations.
- Define and set up autonomy spaces to encourage evolution.
- Motivate with "preferences".
- Give free rein to new experiences.

### Exercise

Practical case studies in team problem-solving.

## Dates and locations

### REMOTE CLASS

2026 : 18 May, 12 Oct., 9 Dec.

### PARIS LA DÉFENSE

2026 : 18 May, 12 Oct., 9 Dec.