

# Course : Reinforce your managerial legitimacy

Becoming an inspiring manager

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

Price : 1360 € E.T.

★★★★☆ 4,4 / 5

Managerial legitimacy is an essential pillar in building a relationship of trust with your teams and superiors. This training course will provide you with the tools and methods you need to assert your managerial posture, balance authority and leadership, and unite people around your vision. Through real-life situations and concrete strategies, you'll learn how to strengthen your influence, manage resistance and develop inspiring, lasting leadership.

## Teaching objectives

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

- ✓ Understand the foundations of managerial legitimacy and the impact on your posture
- ✓ Assert authority with assertiveness, balancing power and leadership
- ✓ Align posture with vision, values, missions and skills
- ✓ Build lasting trust with your team and hierarchy
- ✓ Managing resistance and sensitive situations

## Intended audience

Managers and team leaders

## Prerequisites

No

## Practical details

### Hands-on work

Self-assessment tools and personal reflections, case studies, role-playing situations, sharing of experience and best practices.

### Teaching methods

Active teaching.

## Course schedule

### PARTICIPANTS

Managers and team leaders

### 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 Understand and structure your managerial legitimacy

- The five pillars of managerial legitimacy
- Defining legitimacy, authority, power, leadership and assertiveness
- Identify the qualities needed for legitimate governance
- Using the seven forms of corporate power effectively
- Use the eight levers of authority to strengthen your positioning
- Understanding the virtuous triangle of trust: authenticity, logic, empathy
- Understanding the imposter syndrome, recognizing it and transforming it into a leadership lever

### Hands-on work

Self-evaluation: define your "[managerial identity card]". Identify strengths and doubts. Case studies in sub-groups. Case studies: the challenges of managerial legitimacy.

### 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 Build legitimacy in your professional environment

- Identify the needs and expectations of management, staff and peers
- Align your managerial posture with your environment: vision, missions, values, skills and behaviors
- Clarify your role and positioning with your team and hierarchy
- Promote your actions and assert your convictions without imposing

### Hands-on work

Individual reflection: align your posture and identify the adjustments you need to make. Speed coaching in pairs: presentation and feedback on positioning. Group exercise: arguing and defending your posture in the face of managerial challenges.

## 3 Building a unifying managerial posture

- Knowing the characteristics of a manager who develops talent
- Identify and avoid the eight types and behaviors of Accidental Diminishers
- Developing Servant Leadership
- Exercising authority respectfully and effectively: balancing authenticity and benevolence

### Hands-on work

Accidental Diminisher self-diagnosis: identify your own style and its pitfalls. Case studies: analysis of inspiring leaders and exchange of best practices. Case studies: practical keys to adjusting your leadership style to different contexts.

## 4 Asserting your legitimacy in the face of resistance and tension

### Hands-on work

Individual reflection: analysis and management of resistance using the key player grid. Role-playing: team conflict simulation: crisis scenarios using DESC and OSBD tools. Group exercise: building appropriate responses to challenges to legitimacy.

## 5 Developing inspiring and sustainable leadership

- Building long-term trust and loyalty
- Encouraging initiative and rewarding success to boost motivation
- Adapt your posture to changes in your professional environment
- Create a structured action plan to anchor your legitimacy over time

### Hands-on work

Building a personal action plan. Group sharing.

## Dates and locations

### REMOTE CLASS

2026 : 25 June, 8 Oct., 26 Nov.

### PARIS LA DÉFENSE

2026 : 18 June, 1 Oct., 19 Nov.