

Course : Practicing benevolent management

Practical course - 2d - 14h00 - Ref. BIE
Price : 1590 CHF E.T.

Today, benevolence is developing as a new form of management. This training course will enable you to assess your potential as a manager and acquire various techniques for balancing your relationships. It will provide you with the tools to build more constructive and lasting exchanges. returnchariot

Teaching objectives

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

- ✓ Acquire new thinking reflexes from a caring perspective
- ✓ Acquire the tools needed to participate more effectively and get employees involved
- ✓ Promoting a sense of pleasure at work to energize your team
- ✓ Adopt a benevolent managerial communication style

Intended audience

Managers, team leaders, project managers.

Prerequisites

Experience in team leadership desirable.

Practical details

Hands-on work

Quizzes, professional case studies, collective reflection, feedback, practice sharing, role-playing followed by group debriefing.

Teaching methods

Lecture as intro to sequencerand tourchariot Demonstrative to illustrate tourchariot Immersion to address individual potential through exercises

Course schedule

PARTICIPANTS

Managers, team leaders, project managers.

PREREQUISITES

Experience in team leadership desirable.

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 Be effective and live positively your management

- Benevolent management: principles and realities.
- The place of stress in the professional environment.
- Motivation that makes sense.
- Employee comfort to be assessed.
- Respect for others in relationships.

Exercise

Take an individual quiz. Explain how this is a benevolent posture or principle in sub-groups.

2 Develop a managerial posture that is kind to others

- Facilitate exchanges between people and within different departments.
- Building relationships based on trust, granting helping intentions to others.
- Giving value to change, lowering natural resistance.
- Creating joy, making pleasure at work a focus for development.

Case study

Analysis of three managerial scenarios. Sub-group proposals for alternative solutions.

3 Developing kindness for yourself

- How can you apply these principles to yourself?
- Becoming an inclusive manager: contributing to a more harmonious understanding within and with the team.
- Learn useful silence to encourage group involvement and cooperation.
- Accept to be imperfect: remain human above all, fight against the omnipotence of the manager.

Group discussion

Brainstorming in sub-groups: identify individual improvements to be considered. Build a personal progress plan with the help of the group.

4 Authentic communication

- Be true to yourself to leave more room for the other person.
- Practicing empathy in all situations: fostering the consideration expected.
- Giving voice to assertiveness: positioning yourself in an assertive and constructive relationship.
- Express your feelings. Talk about what moves you.

Role-playing

Games based on individual cases that encourage openness, true communication and assertiveness. Training in authentic communication. Debriefing on behaviors implemented.

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.