

Course : Boosting team performance

Practical course - 3d - 21h00 - Ref. DPE
Price : 2060 CHF E.T.

★★★★☆ 4,8 / 5

Build confidence and a spirit of achievement to strengthen group cohesion by giving meaning to objectives and encouraging innovation to reach a stage of collective intelligence. Listening dynamics, individual behavior mapping and collective performance management tools.

Teaching objectives

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

- ✓ Identify your management style
- ✓ Understanding how your team works
- ✓ Knowing how to use steering tools to assess performance
- ✓ Visualize individual and collective priorities
- ✓ Establish relevant and motivating target contracts
- ✓ Developing a vision and giving meaning to strengthen team cohesion

Intended audience

Managers, team leaders, project leaders.

Prerequisites

Good knowledge of the role and functions of a manager. Experience in team management required.

Practical details

Hands-on work

This highly interactive course is based on numerous practical exercises and role-plays, with individualized feedback and analysis.

Course schedule

PARTICIPANTS

Managers, team leaders, project leaders.

PREREQUISITES

Good knowledge of the role and functions of a manager. Experience in team management 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 Evaluating managerial performance

- Feeling legitimate, having confidence, managing emotions.
- Develop your charisma and assert your leadership.

Hands-on work

Self-diagnosis. Identify your management style. Personal assessment.

2 Understanding how your team works

- How an individual functions within a group.
- The three fundamental needs of a team.
- Recognizing and managing different personalities.
- Identify the components of your team and the roles to be developed and better distributed.

Hands-on work

Diagnose the "personality" of your team.

3 Assessing performance

- The match between skills acquired and skills required.
- Assess individual and team performance.
- Know all the effective management tools.
- A tool for visualizing individual and collective priorities: the collective diagnostic grid.
- Establish personal action plans.
- Conduct motivating and stimulating interviews.

Hands-on work

Diagnose the organization and functioning of your team. Build a team activity chart.

4 Developing potential and motivation

- Take on the role of talent developer.
- Develop a vision and give meaning.
- Establish relevant and motivating objective contracts, conduct follow-up interviews.
- Problem-solving and decision-making.
- Encouraging innovation.

Hands-on work

Delegation and goal-setting interviews. Checklist of over thirty concrete motivational actions.

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.

5 More cohesion for greater performance

- Anticipate the risk of misunderstandings and tensions.
- Listen and encourage.
- Soften the situation.
- Managing reluctance and conflict.
- Introducing change to strengthen cohesion.
- The five stages of building cohesion.
- Establish shared values and ground rules.
- Promoting individual and collective success.

Hands-on work

Case studies: defusing managerial conflict.

6 Personal progress action plan

- Self-analysis/diagnosis by each participant.
- Highlighting your personal talents.
- Detect your potential and pull your lower functions upwards.
- Personal action plan: objectives, stages, deadlines, players, obstacles, expected results.

Dates and locations

REMOTE CLASS

2026 : 27 May, 12 Oct., 14 Dec.