

Course : The new manager in the liberated company

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

Price : 1590 CHF E.T.

Faced with competition, the dematerialization of work and permanent economic uncertainty, management needs to reinvent itself. The "liberated company" is a new organizational model that puts people at the heart of its operations.

Teaching objectives

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

- ✓ Developing the performance and efficiency of the liberated company
- ✓ Leveraging self-motivation and collaboration
- ✓ Establish your new managerial posture with a motivated, autonomous team that listens to you and your team's needs.

Intended audience

Executives, managers, project leaders, anyone with a hierarchical or functional link to a team.

Prerequisites

No special knowledge required.

Practical details

Hands-on work

Case studies, feedback and brainstorming exercises enable participants to define a master plan for their company.

Course schedule

PARTICIPANTS

Executives, managers, project leaders, anyone with a hierarchical or functional link to a team.

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 Understanding the evolution towards management 3.0

- Restore team motivation by moving beyond the traditional, pyramidal, hierarchical company.
- Use tools to encourage initiative-taking and self-motivation.
- Promote a human management style where respect and benevolence are part of everyday life.
- Giving a sense of purpose to encourage people to get involved.
- Moving towards a new legitimacy of work based on recognition.
- Encourage employees to leave their role as simple executors and take part in decision-making.

Hands-on work

Example of the Poult cookie factory in Montauban. Facilitating a workshop to set up a "liberated" team: what are the advantages? What are the obstacles?

2 Use tools to encourage team initiative

- Reconciling individual autonomy and collective coherence.
- Create team cohesion based on individual and collective performance.
- Recreate the start-up spirit within a large group to break away from the traditional managerial model.
- Example of unlimited vacations at Netflix and Virgin.
- Use agile methods to create initiative and motivation.

Role-playing

The role of team facilitator: from participative management to consensus-building. Debriefing.

3 Build and consolidate your new managerial posture

- Serve internal customers and your team.
- Encourage employee commitment.
- Rely on a close-knit, mature team.
- Facilitate communication and autonomy within the team, so that decisions come from the bottom up.
- Measure the impact of digital on management.
- Changing the rules: a leader appointed by the team.

Hands-on work

Reflection: what actions should be taken in your company to create a friendly climate in which all team members feel respected by their colleagues and superiors? Presentation.

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.