PARCOURS COMPÉTENCES+

THE CATALYTIC MANAGER: MOBILIZE, ENGAGE, TRANSFORM

Cours pratique de 8,5 jours

NEW

Prix : 4070 CHF E.T.

DESCRIPTION

This certification program enables you to strengthen your role as an experienced manager through dynamic support that combines hands-on workshops, co-development, and role-playing exercises. You'll develop your leadership skills, learn to drive performance using data and AI, motivate your teams, and adopt a coaching-oriented management style. This hands-on, career-enhancing program is designed to boost your managerial impact and enhance team performance.

INTENDED AUDIENCE

Managers currently in their roles who are eager to develop their leadership skills and acquire the instincts of an experienced manager (3 years or more).

TEACHING OBJECTIVES

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

- Developing influential leadership to inspire others beyond the chain of command
- Managing across departments and in a matrix structure, without direct reporting lines
- Analyzing the company's strategy and understanding the challenges involved
- Translate the strategy into concrete objectives, a roadmap, and OKRs for your area of responsibility
- Identify and select relevant performance metrics to manage your team's activities
- Develop and maintain a clear, easy-to-understand, and actionable management dashboard
- Understanding the Human Mechanisms of Change and the Role of the Change Manager
- Adopting a structured change management method (ADKAR) to provide a framework for the process

PREREQUISITES

Already hold a management position and want to develop your approach, your impact, and your vision of leadership.

PRACTICAL DETAILS

A welcoming start to create positive momentum, present the program and its resources, introduce the overarching theme, and establish a framework for discussion in order to engage participants from the very beginning.

PARTICIPANTS

Managers currently in their roles who are eager to develop their leadership skills and acquire the instincts of an experienced manager (3 years or more).

PREREQUISITES

Already hold a management position and want to develop your approach, your impact, and your vision of leadership.

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.

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.

FINANCING SOLUTIONS

Plusieurs solutions existent pour financer votre formation et dépendent de votre situation professionnelle.

Découvrez-les sur notre page :
Comment financer sa formation ou contactez votre conseiller formation

TIMES

THE TRAINING SESSIONS TAKE PLACE FROM 9.00 AM TO 5.30 PM, WITH A LUNCH BREAK OF BETWEEN 1 HOUR AND 1 HOUR 30 MINUTES.

For four- and five-day hands-on courses, sessions end at 16:00 on the last day of the course, regardless of the teaching mode..

POURQUOI CHOISIR LE PARCOURS
The Catalytic Manager: Mobilize, Engage, Transform

Make the transition from operational management to strategic leadership.

- Increase your managerial impact over the long term.
- Engage teams around strategic objectives.
- Facilitate a collaborative workshop and ensure that the changes take root over the long term.
- Manage a team dashboard using an AI/data tool to track activity, engagement, and performance.

A practical roadmap to help you evolve your approach and ensure the long-term success of your strategic leadership.

VOTRE CERTIFICATION

Compétences+ Catalyst Manager Certification.

01 CERTIFICATION PROCEDURES THE COMPÉTENCES+ CATALYST MANAGER CERTIFICATION IS BASED ON A 30-MINUTE ORAL DEFENSE BEFORE A PANEL

02 PRESENTATION PROCEDURE THE CANDIDATE HAS 15 TO 20 MINUTES TO PR THEIR OVERARCHING CASE STUDY, BASED ON A REAL-WORLD PROFESSION SITUATION. THE PRESENTATION MUST SPECIFICALLY ADDRESS: - THE MANA AND STRATEGIC CONTEXT; - THE ANALYSIS CONDUCTED; - THE CHALLENGES OBJECTIVES IDENTIFIED; - THE ACTIONS IMPLEMENTED; - THE TOOLS UTILIZ PARTICULARLY THOSE INVOLVING ARTIFICIAL INTELLIGENCE AND DATA-DR MANAGEMENT; - THE RESULTS ACHIEVED; - A CRITICAL ASSESSMENT OF THE EXPERIENCE; - AREAS FOR IMPROVEMENT AND ACTIONS TO BE PURSUED.

03 DISCUSSION WITH THE JURY FOLLOWING THE PRESENTATION, A 10-MINUTE QUESTION-AND-ANSWER SESSION IS SCHEDULED. THESE DISCUSSIONS ALLO JURY TO DELVE DEEPER INTO THE CANDIDATE'S ANALYSIS AND ASSESS THE MASTERY OF THE COMPETENCIES TARGETED BY THE FOUR CERTIFICATION MODULES.

04 EVALUATION CERTIFICATION IS AWARDED BASED ON THE QUALITY OF THE STUDY, THE RELEVANCE OF THE ANALYSIS AND PROPOSED ACTIONS, AS WE THE CANDIDATE'S ABILITY TO ENGAGE STAKEHOLDERS, COMMUNICATE THI STRATEGY, DRIVE PERFORMANCE, AND FACILITATE CHANGE.

MON PARCOURS

DISPOSITIF PÉDAGOGIQUE HYBRIDE : 5 modules, 4 inter-sessions répartis sur 4 à 5 mois

- **Module** : Sessions en présentiel et distanciel
- **Inter-session** : Travaux en autonomie + accompagnement + plateforme dédiée
- Un formateur référent + un ingénieur pédagogique ORSYS dédié à toute la coordination
- Un suivi individualisé, du démarrage au passage de la certification

MODULE 01
Influential Leadership

2 JOURS

- Identify the personal and relational factors that drive your managerial influence.
- Adjust your approach to persuade and engage a diverse range of people.
- Develop your ability to manage across departments and in matrix environments.
- Build lasting partnerships with its stakeholders.
- Use collective intelligence methods to strengthen engagement and collective performance.

:
Conducted an influence assessment and identified three priority areas for growth.

INTER-SESSION

- Each participant maps out their stakeholders, identifies a real issue where they can exert influence, and then designs and implements an action to secure support, a decision, or greater cooperation.

MODULE 02
Strategy Liaison

2 JOURS

- Understand the processes involved in developing and implementing a business strategy.
- Identify the impacts of strategic directions on its scope of operations.
- Translate the strategy into operational objectives, metrics, and action plans.
- Give meaning to decisions and get teams on board with transformations.
- Strengthen its role as a strategic link between management and the front lines.

INTER-SESSION

- Indicators of success.
- The relevant stakeholders.
- Risks and Keys to Success.
- Priority actions to be taken within the next 90 days.

MODULE 03
Become a Change Manager

2 JOURS

- Understanding the human dynamics of change and the role of the change manager.
- Adopt a structured change management method (ADKAR) to provide a framework for the process.
- Use Appreciative Inquiry to engage teams by focusing on their successes and resources.
- Anticipate and address resistance to change by turning it into an opportunity.
- Facilitate a collaborative workshop (“Mural of Change”) and ensure that the change is sustained over time.

INTER-SESSION

- Within their actual scope of responsibility, each manager facilitates a “mini-Fresque du changement” session with their team or peers, and then shares their experience as a facilitator and the observed effects with the rest of the organizat

MODULE 04
Driving Performance Through Data and AI

2 JOURS

- Identify and select relevant performance metrics to manage your team's activities.
- Develop and maintain a clear, easy-to-read, and actionable management dashboard.
- Leverage data and AI to inform and accelerate managerial decisions.
- Identify weak signals and turn data into an action plan.
- Foster team performance and engagement without micromanagement, in compliance with the GDPR.

Role-playing :
Prepare and lead a team steering meeting using the dashboard, adopting an empowering approach.

INTER-SESSION

- Within their actual scope of responsibility, each manager selects their key metrics, builds their dashboard using an AI tool, identifies a weak signal, and defines an action plan.

MODULE 05
Catalyst Manager Certification

0,5 JOUR

- This certification validates the ability to communicate the company's strategy, engage stakeholders, drive performance using data and AI, and lead change to achieve operational goals.
- The evaluation is based on a strategic project that includes a six-month implementation plan, a stakeholder mapping exercise, a dashboard incorporating data and AI, and an oral presentation before a panel.

CALENDRIER PROMO 2026

This programme is an original creation, developed by the teaching teams at ORSYS Formation. Any reproduction, representation, adaptation or use, in whole or in part, without the prior written authorisation of ORSYS, is strictly prohibited. ORSYS reserves the right to take any action necessary to protect its intellectual property rights.