

# Strengthening team cohesion for greater performance

**Hands-on course of 2 days - 14h**

**Ref.: COE - Price 2025: 1 570 (excl. taxes)**

*The price for the 2026 session dates may be revised*

For a manager, team cohesion is built on the basis of the tasks entrusted to that manager. This course will enable you to acquire techniques to forge the group's identity, define orientations based on a shared vision, communicate effectively, and promote mutual assistance and collective learning.

## EDUCATIONAL OBJECTIVES

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

- Analysing your own management style
- Taking into account the level of motivation and competence to practice delegation
- Showing signs of recognition
- Sharing your vision as a manager and providing temporal reference points
- Setting goals and solving problems as a team

## THE PROGRAMME

last updated: 06/2024

### 1) Recognising the basics of team cohesion

- Identify the development stages of your team.
- Determine individual expectations within a team.
- Assess each employee's know-how and motivation.
- Analyse your own management style.
- Recognise professional behaviours: cerebral preferences.
- Understand reactions to an event: the origin and function of emotions.

*Hands-on work : Analysis of individual characteristics. Identification of different management styles and their applications.*

### 2) Adopting attitudes that foster cohesion

- Develop self-confidence and assertiveness.
- Meet expectations for attention and consideration.
- Show signs of recognition.
- Practice empowering assignments: take into account the level of motivation and competence.

*Hands-on work : Showing signs of recognition. role plays: team delegation.*

### 3) Maintaining cohesion over time

- Develop active listening and mutual respect.
- Look for converging interests.
- Develop collaboration, mutual assistance, understanding through autonomous cooperation.
- Optimise accountability.
- Develop skills through coaching.
- Foster decision-making.
- Optimise delegation.

## PARTICIPANTS

Supervisors, project managers and managers seeking to strengthen the cohesion of their employees.

## PREREQUISITES

No specific 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.

## 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](mailto:psh-accueil@ORSYS.fr) to review your request and its feasibility.

- Develop cross-functional expertise.

*Hands-on work : Cases of group decision-making.*

#### 4) Establishing cohesion using tools

- Systemic analysis: analyse events as a whole, ensure team members are open.
- Systemic analysis: implement empathetic behaviours.
- Personal mastery: express your feelings using the DESC method
- Personal control: develop self-confidence. Optimise powers of persuasion.
- Challenge models: develop the positive vision, ensure agility and flexibility.
- Shared vision: develop your own vision and check the coherence of the actions implemented.
- Shared vision: anchor your vision over time. Share your vision as a manager. Provide temporal reference points.
- Team learning: define goals as a team, solve problems as a team.

*Hands-on work : Case studies and analysed.*

## DATES

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### REMOTE CLASS

2025 : 15 déc.

2026 : 02 avr., 25 juin, 08 oct., 23 nov.