

Manager: developing your team's collective intelligence

Hands-on course of 2 days - 14h
Ref.: ICE - Price 2026: 1 590 (excl. taxes)

How can you encourage the emergence and expression of collective intelligence in your projects and in your company? This training will show you a new managerial approach that creates added value, along with the keys for unifying and stimulating your team and boosting its effectiveness.

EDUCATIONAL OBJECTIVES

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

- Understand how your team functions
- Develop collective performance for the benefit of the result
- Draw up relevant and motivating target contracts
- Develop a vision and give meaning to strengthen team cohesion

HANDS-ON WORK

This highly interactive course is based on multiple exercises and role-playing scenarios, with individualised feedback and analysis.

THE PROGRAMME

last updated: 06/2024

1) Understanding collective intelligence

- Put neuroscience at the centre of performance.
- Integrate the passage from Homo sapiens to Homo "communicans".
- Become aware of communication tools and new technologies.

Hands-on work : Awareness exercises about your communication potential.

2) Developing your potential and motivation as a manager

- Feel legitimate, be confident, manage your emotions.
- Develop your charisma, establish your leadership.
- Identify your own levers.
- Build up your assertiveness and empowerment.
- Strengthen your personality and make it work for the collective.

Exercise : Self-diagnosis.

3) Supporting the implementation of collective intelligence

- Establish common values and the rules of the game.
- Assess individual and collective performance.
- Be able to hear and encourage, active listening.
- Establish personal action plans and criteria for optimal functioning.
- Mobilise the team towards quality and the success of the goal.
- Regulate conflicts towards the goal.
- Build your role as manager.

Exercise : Establish a diagnosis of your team's organisation and operation. Draw up your team's activity chart.

4) Promoting the efficiency and performance of everyone in the team

- Develop team well-being to drive performance.

PARTICIPANTS

Managers and anyone looking to improve the human performance of their team through insight into collective intelligence.

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 to review your request and its feasibility.

- Draw inspiration from Agile methods.
- Value each person and coordinate skills in real time.
- Carry out a diagnosis of the transformation and success of a team.
- Develop each person's creative and emotional intelligence.
- Validate the collective intelligence network created during the training.

Role-playing : Simulation of your collective intelligence capacity, analysis and feedback from the group.

5) Personal progress action plan

- Self-analysis/self-diagnosis.
- Highlight your talents.
- Define your personal development plan.

Case study : Action plan: objectives, steps, deadlines, players, obstacles to success, expected results.

DATES

REMOTE CLASS

2026 : 30 mars, 11 juin, 21 sept.,
10 déc.