

# Course : Identify and develop your leadership

*Practical course - 2d - 14h00 - Ref. LDS*

*Price : 1650 CHF E.T.*

★★★★★ 4,7 / 5

BEST

This training course will enable you to get to know yourself better, and to adopt a behavior that promotes both your own development and that of your team. Thanks to an introspective approach, self-assessment methods and tests, you'll be able to identify your strengths and areas for improvement, and understand the impact of your leadership style on your professional environment. This training will help you put in place inspiring managerial practices, enabling you to develop authentic leadership aligned with your personal values and those of your organization.

## Teaching objectives

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

- ✓ Identify your strengths as a leader
- ✓ Adopt a manager-coach posture
- ✓ Effectively managing change within your team
- ✓ Strengthening employee commitment
- ✓ Get your team on board with your projects and vision
- ✓ Build and develop your influence
- ✓ Use collective intelligence to drive teams and projects forward

## Intended audience

Managers wishing to improve their leadership skills

## Prerequisites

No

## Course schedule

### PARTICIPANTS

Managers wishing to improve their leadership skills

### PREREQUISITES

No

### 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.

## 1 Discover your own management style

### Compétences visées

- Differentiate between leadership and management to better understand their respective roles
- Identify your dominant leadership style through in-depth self-analysis
- Assess the influence of your leadership style on your professional environment
- Adapting practices to improve efficiency

### Activités pédagogiques

- Self-assessment: determining your leadership style
- Role-playing: analyzing and making decisions using appropriate leadership styles
- Launch of an individual action plan: definition of areas for progress, objectives and schedule

### Outils et méthodes

- Quiz and self-diagnosis

#### 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.

## 2 Building leadership

### Compétences visées

- Strengthen your self-esteem to adopt an assertive leadership posture
- Become aware of your potential and your limits to position yourself with greater clarity and impact.
- Develop your emotional intelligence to better manage your emotions and those of your colleagues
- Building solid relationships through active and sympathetic listening

### Activités pédagogiques

- Self-assessment: determining your level of assertiveness
- Individual and collective reflection: identifying constraining messages
- Enriching the individual action plan

### Outils et méthodes

- Quiz and self-diagnosis

## 3 Fostering collective intelligence

### Compétences visées

- Establish shared values and effective collaboration rules to create an environment conducive to collective intelligence
- Assess individual and collective performance and adjust actions to maximize results
- Supporting change by mobilizing collective resources and fostering individual commitment
- Manage your team and ensure effective collaboration to achieve collective goals

### Activités pédagogiques

- Practical exercise: diagnose the organization and functioning of your team
- Case studies: building your team's activity chart
- Case study: managing a disagreement
- Enriching the individual action plan

### Outils et méthodes

- Techniques for developing collective intelligence

## 4 Supporting performance as a manager-coach

### Compétences visées

- Adopt a manager-coach posture to better support your team
- Set clear objectives and create a work environment conducive to progress
- Draw up appropriate objective contracts to encourage the commitment and performance of each employee
- Co-construct an individualized development plan to monitor and support your employees

### Activités pédagogiques

- Group work: defining the qualities of a good manager
- Practical exercise: try out some manager-coach tools
- Finalizing the individual action plan

### Outils et méthodes

- Introduction to coaching techniques

## Dates and locations

### REMOTE CLASS

2026 : 19 Mar., 16 Apr., 18 May, 18 June, 23 July,  
31 Aug., 15 Oct., 5 Nov., 3 Dec., 17 Dec.