

# Course : Practicing participative management

*Practical course - 2d - 14h00 - Ref. MPA*  
*Price : 1590 CHF E.T.*

BEST

This training consists of 2 modules (MP1 and MP2) of 1 day each, spaced out by an intersession. Participative and responsible management aims for overall performance by mobilizing company stakeholders around key issues, in order to achieve cooperation and co-create new solutions.

## Teaching objectives

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

- ✓ Leading your team differently
- ✓ Encouraging employee commitment and initiative
- ✓ Delegate by cultivating trust

## Intended audience

All experienced managers.

## Prerequisites

No special knowledge required.

## Practical details

### Hands-on work

Filmed exercises and role-playing with individual feedback. A one-month intersession is scheduled between the two days of training.

## Composition de la formation

### Practicing participative management

Ref. MP1 - 1 day  4 / 5

### Practicing participative management

Ref. MP2 - 1 day  4 / 5

## Course schedule

### PARTICIPANTS

All experienced managers.

### 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.

### 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.

### 1 What is participative management?

- Definition of participative management.
- Practices through dialogue.
- Listening, delegating, communicating.

#### Exercise

Exchange on existing practices. Listening attitudes, active listening exercise.

### 2 The main principles of participative management

- Mobilize employees and make them feel valued.
- Delegate, empower, develop mutual trust.
- Personal development and soft skills.
- Reassign problem solving.
- Practice self-regulation.

#### Exercise

Diagnose the organization and functioning of your team. Build a team activity chart.

### 3 Understanding and applying collective intelligence

- Develop awareness of communication tools and new technologies.
- Identify the conditions required for collective intelligence to emerge.
- Acting on the manager's levers: instilling a common culture, developing the ability to speak out.
- Make decisions based on group input.
- Define the actions to be implemented for training day 2.

#### Exercise

Brainstorming in sub-groups on measures to encourage collaborative working within the team, and feedback with Klaxoon and/or Kahoot.

### 4 Encouraging innovation in your team

- Stimulate team members' creativity.
- Creative processes and techniques.
- Develop the responsiveness of people, skills and organization.
- Anticipate change, even provoke it.

#### Exercise

Formulate a research question and illustrate it in a mind map. Creativity game.

### 5 Feedback on the implementation of completed actions

- Explain what happened during the intersessional period, what actions were implemented and what were not.
- Co-development on difficulties encountered.

#### Exercise

In sub-groups (or groups depending on the number of participants), set up co-development workshops.

**REMOTE CLASS**

2026 : 18 Mar., 26 May, 22 Sep., 17 Nov.