

Adopting a positive management style - ENG

2 jours - 14,00 heures

Programme de formation

Objectifs pédagogiques

Pedagogical objectives

- Creating a framework of trust with your team
- Communicating clearly
- Empowering to motivate
- Making progress through constructive feedback
- Developing your emotional and relational intelligence
- Applying collective intelligence production methods

Compétences visées

- Leading by strengths
- Defining clear contracts
- Motivating through a priori trust
- Supporting development through positive reinforcement
- Putting yourself in a lower position: asking questions rather than imposing
- Listening to feelings and defusing tensions
- Co-developing and involving the team in certain decisions

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Upstream : 'VIA' test on strengths

Stage 1: What is positive management?

- Developing strengths rather than filling gaps
- Creating a framework of trust a priori
- What are the qualities of a positive manager?
- What are the two basic approaches of a positive manager?
- Communicating clearly, ensuring the right approach;

Stage 2: Managing individuals and developing them

- The three levers of empowerment
- Defining the performance contract (skills/motivation)
- Encouraging progress through supportive communication
- Providing developmental feedback;

Stage 3: Developing your emotional intelligence

- Identifying and verbalising your emotions
- Decoding other people's emotions: the different forms of empathy
- Tuning in to subtle cues from your colleagues
- De-escalating interpersonal conflict

Stage 4: Involving people in decision-making through a collaborative approach

- How is this done? Different types of cooperation
- Four basic methods of collaborative production
- Roles in a collaborative workshop
- Phases of collective output





Modalités pédagogiques

Educational format

On site : 2 or 4 days

Remote : 4 or 8 x 3,5 hours workshops via Teams, GoogleMeet, Zoom...

Moyens et supports pédagogiques

Educational resources and supports

- Slide show PPT
- Pedagogical Support
- Digital Tools (Mentimeter, Jamboard ...)

Modalités d'évaluation et de suivi

Evaluation and monitoring methods

- Exchange with trainer about expectations of the trainees
- Evaluation of the trainees by the facilitator
- Evaluation survey sent to the trainees at the end of the training

Nous sommes à votre écoute au 01 47 66 25 20

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