

## Segment 2: Building leadership skills and mobilizing your team

### Training description

---

In a world that is constantly changing (VUCA: volatility, uncertainty, complexity and ambiguity), how can leaders optimize their impact and create the right conditions for engaging their teams? This session aims to equip managers to act as leaders and create strong and engaged teams that are capable of achieving their goals.

### Learning objectives

---

- Manage personal and interpersonal needs to optimize your team's performance.
- Have a greater impact on your team by building your leadership on established foundations.
- Learn how to choose the appropriate leadership style for a given situation.
- Exercise leadership to get desired results.
- Rally your team around specific activities to ensure targets are met.

### Content

---

#### Implementing change

- The change process
- Reactions to change
- Optimizing change management

#### Leadership

- Myths and realities about leadership
- Foundations of leadership
- The ongoing process of leadership

#### Situational leadership

- Hersey and Blanchard's situational leadership model
- Using adhesion curve as a strategy for influence

#### Motivation

- The Epstein Motivation Competencies Inventory
- What is motivation?
- Needs and the hierarchy of needs
- Motivating and demotivating factors
- Non-monetary recognition
- Career anchors

#### Teamwork

- Building effective teams
- The four stages of team development
- Key factors for optimal team functioning

## Segment 2: Building leadership skills and mobilizing your team

### Mobilization

- The ability to mobilize a team
- What is mobilization?
- The impact of mobilization on performance
- The pillars of mobilization
- Mobilizing your team in 6 steps

### Action plan

- Putting lessons learned into practice

### Methodology

---

- Presentations
- Demonstrations
- Group work
- Individual work
- Group discussions
- Case studies
- Peer-to-peer learning
- Self-assessment

### Target audience

---

All managers, including newly appointed managers and those seeking to update their skills.

### Other information

---

This training is also offered as part of the Effective Manager development program (PER-975), which lasts a total of six days (divided into three two-day segments).

### Duration

---

2 days