

## Effective Manager 2 : Building leadership skills and mobilizing your team

### Description de la formation

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 lead effectively and create strong, engaged teams that are capable of achieving their goals.

### Objectifs pédagogiques

1. Have a greater impact on your team by building your leadership on established foundations.
2. Manage personal and interpersonal needs to optimize your team's performance.
3. Choose the appropriate leadership style for a given situation.
4. Exercise leadership to get desired results.
5. Rally your team to ensure targets are met.

### Contenu

#### Implementing change

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

#### Leadership

- Myths and realities about leadership
- Foundations of leadership
- Continuous improvement in leadership

#### Situational leadership

- Hersey and Blanchard's situational leadership model
- Using social desirability as a strategy for influence

#### Motivation

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

#### Teamwork

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

#### Engagement

- The conditions for engaging a group
- What is mobilization?
- How engagement impacts performance
- The pillars of engagement
- Engaging your team in 6 steps

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### Action plan

- Applying what I've learned

### Méthodologie

- Exposé
- Travail d'équipe
- Travail individuel
- Groupe de discussion
- Étude de cas
- Enseignement par les pairs

### Clientèle visée

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

### Particularité(s)

When this training is provided online : Our online training courses are interactive classes delivered virtually on Zoom. Participants must have access to a computer with a stable Internet connection as well as a camera, microphone and speakers. You must be willing to keep your camera activated throughout the course so that you can interact with the facilitator and other participants, and take part in the practical portion of the training. Participants who are not willing to turn on their camera may not be admitted to the course.

### Formateur(s)

Gary Blainey

Gary est conseiller en ressources humaines agréé CRHA ainsi que coach certifié ACC de L'International Coaching Fédération (ICF). Son parcours professionnel l'a amené à se diriger vers la gestion des ressources humaines où il a œuvré principalement en développement organisationnel et formation dans les secteurs publics, parapublics et privés. Ce cheminement professionnel, lui a permis d'acquérir une très solide expérience dans la mise sur pied et la diffusion de programmes de formation axés sur le développement de compétences et l'accompagnement individuel auprès de gestionnaires et du personnel.

### Durée

2 jour(s) pour un total de 14 heure(s).

### Coût par participant en formation publique

1037 \$

### Prochaines dates en formation publique

15 et 16 avril 2026 (Montréal)

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