



**Developing people, 
transforming
organizations**

NL

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Developing people,
transforming
organizations

Our mission at **Progress Consulting** is to help organizations meet their strategic challenges through training programs focusing on

changes to organizational
culture (behaviors,
attitudes, mindset)

as well as structure
(strategic positioning,
organization and
processes).

Progress Consulting was launched in 1996, in Liège, Belgium. Today, we operate in several European countries, delivering our services in multiple languages (French, Dutch, English, German, Italian, Luxembourgish, and more), and in a wide range of sectors, including distribution, banking, insurance, and industry, as well as the Course length and nonprofit sectors.

This catalog provides an overview of a selection of our online and in-person training offerings. Progress Consulting also offers coaching, consultancy, and talent management services to assist you in achieving change.

Table of Contents

- 08 Working remotely
- 21 Management & Leadership
- 43 Talent Management
- 51 Change Management
- 69 Sales & Negotiation
- 87 Efficiency and Productivity
- 99 Creativity
- 115 Communication
- 133 Employee growth and wellbeing
- 143 Team building
- 151 Digital Learning
- 156 Contact

Click on the topic you
are interested in

All of our trainings are
available in French, Dutch
and English.



THEMES



Working remotely

- Managing and leading your team remotely p10
- Managing customer relations remotely p12
- Remote prospecting p14
- Running a remote meeting p16
- Giving remote presentations p18

→ Find out more



Management & Leadership

- Acing your transition into management p22
- Lead better with DiSC® / Insights / PCM... p24
- Delegating p26
- Giving and receiving constructive feedback p28
- Conducting performance / career development evaluations p30
- Managing across generations p32
- Intercultural management p34
- Energizing and motivating a team p36
- Strategic management p38
- The toolbox of the manager p40

→ Find out more



Talent Management

- Conducting a recruitment interview p44
- LinkedIn : an ally in your recruiting process p46
- The STAR method p48

→ Find out more



Change management

- Fundamentals of Lean Management p52
- Project management p54
- Managing skills development p56
- Change management p58
- Business & change: the BOOST program p60
- Succeeding in a cultural transformation p62
- The toolbox of the project and change manager p64
- The role of the proximity manager in change management p66

→ Find out more



Sales & Negotiation

- Building a network and identifying opportunities p70
- Face-to-face sales p72
- Phone sales p74
- Painless prospecting p76
- Persuasion & influence p78



- Negotiation skills p80
- Building customer loyalty Account Management p82
- Closing techniques p84

→ Find out more



Efficiency and Productivity

- Managing your time and priorities p88
- Managing emails p90
- Running a meeting efficiently p92
- Train-the-trainer p94
- The keys to motivation p96

→ Find out more



Creativity

- Tapping into your creativity p100
- LEGO® SERIOUS PLAY® p102
- Design Thinking p104
- Brainstorming techniques and methods p106
- Mind Mapping p108
- Problem solving p110
- Developing strategic thinking p112

→ Find out more



Communication

- Assertiveness p116
- Conflict management p118
- Giving powerful presentations p120
- The art of persuasion p122
- Interpersonal communication p124
- Decoding and improving non-verbal communication p126
- Active listening p128
- Aggression prevention and management p130

→ Find out more



Employee growth and wellbeing

- Developing a positive attitude p134
- Handling your emotions p136
- Managing stress p138
- Increasing your resilience p140

→ Find out more



Team building

- Building trust p144
- Team building using virtual reality p146
- Team building through ToTeam p148



Digital Learning

- Progress e-Academy p152
- Progress Library p154

→ Find out more

OUR STRENGTHS

20 years of experience

More than 400 satisfied clients
25 trainers, coaches and consultants
3,000 sessions per year

From the individual to the organization as a whole

An intake interview at the start of the program identifies individual needs in order to tailor the training based on different backgrounds.

Minimal theory

70% of training time spent engaged in practical activities.
Mix of teaching methods: games, breakout groups, independent work, simulations, and more.



A blended learning approach through Progress e-Academy

Video modules, interactive digital tools and online trainings.

Every training day ends with a personalized action plan.

The end result: measurable changes after the training!

Short and long formats

Short formats (2-hour workshop on a specific skill) and long formats (2-year Manager Development track covered in a 15-day training).

Meet our team



More about our team at www.progressconsulting.be/en/team



Working remotely

1. Managing and leading your team remotely
2. Managing customer relations remotely
3. Remote prospecting
4. Running a remote meeting
5. Giving remote presentations

Managing and leading your team remotely



How do you integrate remote management into your team management practices?

For two years now, working in remote or hybrid mode has been accelerating in the context we all know. The business world will never completely turn back the clock. Remote working will move from a cyclical to a structural mode of collaboration. However, it has and will have a definite impact on the feeling of belonging, on motivation and on work efficiency. This program has been built up over the course of the many events that Progress Consulting has organized to support managers in implementing remote working in teams.

We can help both from a “process” point of view with implementation support and guidance and from a behavioral point of view.



Course length

Between **half a day** for people already trained in team management tools and **4 days** (in which case the program will include the tools in the manager’s toolbox)



Course designed for

HR and management staff who want to structure a remote-collaboration approach

All team leaders who are affected by remote or hybrid working

Training objectives

- 01** Maintain team spirit and a sense of belonging despite the distancing
- 02** Make remote working a tool that serves the Training objectives of the team leader and the organization
- 03** Foster well-being at work in hybrid and remote modes

Method

- Collaborative workshops
- Feedback from our trainers who have been training and coaching remotely for 2 years

Program

- The team leader faced with remote working: dealing with priorities: what level of trust? what level of autonomy? what role to play? what concerns require managing?
- Structural impact of working remotely: management activities to address in order to remain effective. “The agenda of the team leader in remote or hybrid mode”
- Managing different types of temperament remotely. Introversion, extroversion: the remote mode exacerbates them
- How do you maintain team spirit remotely?
- Remote collaborative tasks: tools, organization, behaviors to adapt and adopt
- Difficult cases to manage remotely: conflict situations, detecting psycho-mental risk signals, disengagement, workaholism, etc.
- Concrete action plan in the participant’s zone of influence



Available in Blended Learning

[More information](#)

[Table of contents](#)

Managing customer relations remotely



How do you integrate remote relations into your business practices?

For two years now, working in remote or hybrid mode has been accelerating in the context we all know. The business world will never completely turn back the clock. Remote working will move from a cyclical to a structural mode of collaboration. It has and will have a definite impact on the customer relationship. This program has been built over time during the many events that Progress Consulting has conducted in the context of guiding and supporting sales representatives in implementing a remote mode of managing commercial relationships. And if, in the long run, what we are experiencing is a godsend for many account managers?

We can help both from a “process” point of view with implementation support and guidance and from a behavioral point of view



Course length

Between **half a day** for a public already trained in customer portfolio management tools and **3 days** (in which case the program will integrate the tools of the account manager toolbox)



Course designed for

Sales managers who want to structure their approach to remote customer management
All account managers or client portfolio managers

Training objectives

- 01 Keep in touch with your customers remotely
- 02 Make possible distancing a tool for managing your customer portfolio

Method

- Collaborative workshops
- Feedback from our trainers who have been training and coaching remotely for 2 years
- Practical exercises in remote mode



Available in Blended Learning

Program

- The portfolio manager faced with the distancing of the relationship: dealing with priorities: can a relationship be managed at a distance? Does the customer dare to be more remote?
- Structural impact of working in remote mode: seeing videoconferencing as an additional tool in the toolbox of your account managers
- Managing different types of temperament remotely. Introversion, extroversion: the remote mode exacerbates them
- How do you make a videoconference a real customer relationship moment?
- Concluding a remote sale
- Difficult cases to manage remotely: an unhappy customer, is it possible to negotiate from a distance?
- Concrete action plan in the participant’s zone of influence

Remote prospecting



How do you prospect remotely ?

For two years now, working in remote or hybrid mode has been accelerating in the context we all know. The business world will never completely turn back the clock. Remote working will move from a cyclical to a structural mode of collaboration. It has and will have a definite impact on the customer relationship.

This program has been built over time during the many events that Progress Consulting has conducted in the context of guiding and supporting sales representatives in implementing a remote mode of managing commercial relationships.

For prospecting, the remote mode, which is becoming more widespread, is, in our opinion, an opportunity. We can help both from a “process” point of view with implementation support and guidance and from a behavioral point of view



Course length

Between **half a day** for a public already trained in customer prospecting tools and **2 days** (in which case the program will integrate the tools of the salesman's toolbox)



Course designed for

Sales managers who want to structure a remote prospecting approach

All account managers who have to carry out prospecting

Training objectives

- 01** Improve your efficiency in remote prospecting
- 02** Make remote marketing a tool for managing your prospecting

Method

- Collaborative workshops
- Feedback from our trainers who have been training and coaching remotely for 2 years
- Practical exercises in remote mode

Program

- Remote prospecting: as old as the telephone...
- Structural impact of remote prospecting: seeing videoconferencing as an additional tool in your prospecting toolbox
- When should you use videoconference in your prospecting process?
- Using the SNCD method remotely: Support, Need, Conclusion, Data.
- How do you make a videoconference a real customer relationship moment?
- Concluding a remote sale
- Concrete action plan in the participant's zone of influence



Available in Blended Learning

Running a remote meeting



How do you run a meeting efficiently, even a remote meeting?

The COVID crisis has forced us to increase the number of remote meetings. How can we ensure that these meetings are structured and useful? This is what we propose to consider in this course.



Course length

1 day



Course designed for

Anyone likely to facilitate a meeting.

Training objectives

- 01 Prepare the meeting (the points to be discussed; ways of speaking; etc.);
- 02 Stimulate the interaction of the participants;
- 03 Maintain the attention of colleagues despite distance;
- 04 Ensure that the objectives determined at the beginning of the meeting can be achieved;
- 05 Close the meeting.

Method

- Situational exercises/simulations of a fictitious virtual meeting - debriefing on verbal behaviors, on objectives, on leading a meeting
- Exercise on the identification of verbal behaviors
- Case study on logistical and technical aspects
- Exercise on the drafting of meeting notices

Program

- Preparing a virtual meeting:
 - Material needed. What do you need to think about? Logistical and technical aspects.
 - Choosing the type of meeting according to the objectives - communicating the Training objectives in the invitation
 - Writing an invitation/ notice of meeting
- Participating actively in a virtual meeting:
 - Verbal behaviors that are conducive or detrimental to participation - stimulating participation
- Facilitating a virtual meeting effectively
 - Guaranteeing the process and following the rules (timing, etc.)
 - Managing inappropriate behavior and difficult situations: complex questions, aggressiveness, manipulation...
- Following up a virtual meeting: minutes/recording



Available in Blended Learning

[More information](#)

[Table of contents](#)

WORKING REMOTELY

Giving remote presentations



How do you give effective presentations, even remotely?

The COVID crisis has forced us to multiply the number of remote presentations. How can we ensure that these presentations are adapted to the audience and that the key messages are clear? This is what we propose to consider in this course.



Course length

1 day



Course designed for

Anyone who is likely to give remote presentations.

Training objectives

- 01** Prepare the presentation (target audience; key messages, etc.);
- 02** Maintain the attention of the participants, despite the distance;
- 03** Ensure that the objectives determined at the beginning of the presentation can be achieved.

Method

- Tips and tricks for virtual presentations
- Presentation exercises with group debriefings



Available in Blended Learning

Program

- Preparing a presentation
 - 5 questions to ask yourself
 - 5 conditions to convince with your presentation
 - Your image:
 - Non-verbal
 - Microphone, screen, connection, background
 - The personal approach
 - Mental attitude
 - Hook
- Simplicity
 - Minto Pyramid
 - Structure
 - Slides
- Format
 - Key messages: vocabulary
- Finishing the presentation
 - Action plan and key messages
- Follow-up on a presentation: actions



Management & Leadership

1. **Acing your transition into management**
2. **Lead better with DiSC® / Insights / PCM...**
3. **Delegating**
4. **Giving and receiving constructive feedback**
5. **Conducting performance / career development evaluations**
6. **Managing across generations**
7. **Intercultural management**
8. **Coaching tools for leaders**
9. **Energizing and motivating a team**
10. **Strategic management**
11. **The toolbox of the manager**

Acing your transition into management



Taking charge of a new team

Congratulations! A new job, new responsibilities, a new team... Your management and your colleagues have high expectations for you. How do you introduce yourself to a new team? Your first 100 days are critical to your future success. Make the most of this time to instill trust, establish your credibility, and create a new dynamic. You have to act fast because it will be harder to make changes down the line... If this sounds like your current situation, then this training is for you!



Course length

2 days



Training designed for

Operational personnel, including team leaders and managers starting in a new position or with a new team

Training objectives

This training covers the fundamentals of management and how to manage a team through proven methods and a functional tool kit. Two days of essential training on how to step into your new role quickly and confidently. Intended for new managers who will be introducing themselves to their new team and colleagues.

Method

- Exploring the model and process for the “first 100 days”
- Creating your personal “Managerial Plan”

Program

- The manager’s role in 5 points
- Introduction to the law of reciprocity for the manager
- Learn the key behaviors you need to adopt to be a good manager.
- Role plays: Managing difficult behaviors and different personality types.
- Maslow’s pyramid: From survival to self-actualization within a company.
- Social styles according to William Marston (DiSC®)
- Reach the goal: Take charge in 100 days.
- The manager’s calendar.
- Individual vs. collective balance, formal vs. informal.
- Implementing a personal action plan.

Lead better with DiSC®/ Insights / PCM...



Explore and apply the personality and social style models that are most widely used in the world.

Interested in getting to know yourself and others better in order to improve communication? In this one-day training, learn how the DiSC® and True Colors models can be useful every day. This training is offered by trainers certified in the following models: Everything DiSC®, Insights Discovery®, MBTI®, Process Communication Model® (PCM), Lumina Spark, Enneagram, and more.



Course length

1 day



Training designed for

Operational personnel, including team leaders and managers starting in a new position or with a new team

Training objectives

- 01** Become familiar with and understand the specified model.
- 02** Perform an analysis of your personality type.
- 03** Improve understanding of your communication strengths and areas of improvement.
- 04** Identify the personality type of colleagues and employees.
- 05** Adapt to the types of others when communicating.
- 06** Boost your leadership skills.

Teaching approach

- Explanation of the model and understanding of the different personality types.
- We perform a needs analysis for you and suggest the most appropriate model, or we work with the model already used by your organization.
- In advance of the training, participants will receive the questionnaire of their preferred model by email. They will then receive the report containing the results of the questionnaire. The trainer will provide further explanation of the report during the training.
- The training will be fun and interactive. 30% theoretical concepts, 70% practical application.

Training content

- Understanding the model and the report.
- Identifying other people's personality types based on their verbal and non-verbal behavior.
- Learning which behaviors to adopt and which to avoid for each personality type.
- Learning how to concretely get better at leading your team.
- Implementing a personal action plan.



**Available in
Blended Learning**

Delegating



Guidelines for assigning tasks to employees, empowering them, and saving time.

Effectively delegating saves you time, but it also empowers employees, fosters their professional growth, strengthens their skills, and offers them a path towards independence. This training will help you implement solid, effective delegation techniques and create conditions that foster the empowerment of your employees.



Course length

1 day of individual coaching.



Training designed for

Operational personnel, including team leaders.

Training objectives

- 01 Learn how to delegate and improve your delegation practices.
- 02 Learn what kinds of tasks you can delegate
- 03 Organize and planning activities so you can focus on high-priority work.
- 04 Learn how to empower an employee.
- 05 Learn how to appropriately monitor and make adjustments to work performed by employees.
- 06 Why you should delegate authority to an employee. Why you should delegate tasks.

Teaching approach

- Conceptual inputs.
- Exercises to explore the different stages of the approach.
- Practical exercises, case studies.
- Preparation and simulation of a delegation situation.

Training content

- What is delegating and how do you do it effectively?
- Why delegate?
- How to delegate and distribute tasks to ensure a win-win situation.
- Why is it hard to delegate? Why are we afraid to delegate?
- What's the connection between delegation and leadership?
- What are the advantages of delegating?
- What are the reasons for delegating?
- What kinds of tasks can you delegate?
- Clearly define the responsibilities, roles and authority of employees.
- Give constructive feedback.
- Implement a personal action plan.



**Available in
Blended Learning**

Give and receiving constructive feedback.



Master the keys to motivating and improving the performance of your team.

In the workplace, feedback is essential for self-assessment and understanding where you stand in relation to others, as well as for professional growth in the company. Nonetheless, it can be negatively perceived, or even taken as criticism, when it can actually be a positive, motivating factor. How do you prepare constructive feedback? How do you make the most of feedback received?



Course length
1 jour



Training designed for

Anyone interested in:

- understanding the mechanisms of feedback
- understanding the role of feedback in communication
- learning to give and receive feedback that will serve as a motivational tool.

Training objectives

- 01** Give negative feedback in an assertive way while respecting the feelings of others.
- 02** Learn how to give positive feedback.
- 03** Understand different communication styles.
- 04** Learn how to request feedback from management, project managers, and colleagues and how to make the most of it.

Training content

- The differences among various types of feedback.
- Introduction to the fundamentals of assertiveness.
- The DESC method for giving positive and corrective feedback.
- Role plays: Giving feedback based on social style.
- Fundamentals of active listening.
- A tool for effectively receiving feedback.
- Implementing a personal action plan.

Teaching approach

- Une approche pédagogique, participative, ludique et interactive.
- Cette formation axée sur la pratique est surtout basée sur des exercices concrets à l'aide de tâches concrètes et de jeux de rôle.



**Available in
Blended Learning**

[More information](#)

[Table of contents](#)

Conducting performance / career development evaluations



How do you perform an evaluation in a constructive way and ensure it has an impact on the employee's performance?

Performing the annual performance review is a challenging task. You have to choose the right indicators to paint an accurate picture of what was done, to set ambitious, yet motivating goals, and to present the information in a way that favors dialogue.



Course length

1 day



Training designed for

Operational personnel, including team leaders.

Training objectives

This training teaches you to turn a performance evaluation into a powerful tool for managing employees and getting them involved.

Teaching approach

- Alternating between theory, demonstration performance, and practical application through numerous individual or group exercises.
- Exercises, case studies, and case-oriented activities throughout this training.

Training content

- What are the evaluation tools and methods needed for a performance review?
- Discussion of participants' evaluation techniques (standards, indicators, etc.).
- Evaluation tools to facilitate the performance review.
- Understanding the management benefit of goal-setting.
- Rules for devising and setting goals (SMART model, accountability, etc.).
- How do you successfully prepare for a performance review?
- How to successfully conduct a performance review.
- Implementing a personal action plan.

Managing across generations



What's the best way to manage Gen Y and Z employees in your team?

The huge influx of employees born after 1980 is disrupting codes of conduct and finding organizations and managers unprepared. Entitled, raised like royalty, it's no surprise that they question everything (management structure, values system, hours and schedules, work priorities) and work differently (multitaskers, allergic to rules).

Gen Y is already here, Gen Z is flooding the workplace and replacing the Boomers who are retiring. These young people have many qualities and now is the time to get to know them and take action.

Training objectives

- 01 Identify Gen Y and Z characteristics.
- 02 Learn how to manage the new generations / millennials.
- 03 Learn how to foster collaboration and connection across generations.
- 04 Learn how to facilitate knowledge transfer and avoid intergenerational conflicts.
- 05 Explore the conditions for success (recruiting, integration, motivation, cohabitation).

Teaching approach

- Sharing of experiences and real-world examples provided by participants.
- Learning games about generational stereotypes.
- Self-assessment and map of participants' teams.
- Case studies and role plays.



Course length

1 day



Training designed for

Operational personnel, including team leaders

Training content

- Primary characteristics of the new generations.
- How can you transfer tacit/explicit knowledge to the new generations?
- What motivates the different generations?
- What is an intergenerational conflict?
- Which talent and skills management approaches should you take for each generation?
- Techniques for fostering collaboration and connection across generations.
- Techniques for motivating a mixed group.
- Implementing a personal action plan.

Intercultural management



Communicate effectively with people from different cultures.

Transform cultural differences into assets! With this training, you'll learn about adapting your verbal/non-verbal communication to the cultures of the people you interact with.



Course length

1 à 3 jour(s)



Training designed for

- People who work in an international organization.
- People who work with international customers.
- Anyone working in a multicultural environment.

Training objectives

- 01** Understand the advantages and challenges of working in a multicultural environment.
- 02** Increase your cultural dexterity by understanding the areas where cultures differ.
- 03** Communicate better in meetings, in writing, during informal encounters, and when giving feedback.

Teaching approach

- Case studies, videos, and more.
- Before the training, personal questionnaire and assessment to identify which cultures should be studied in-depth during the training.

Training content

- Images, stereotypes and perceptions among cultures.
- The pros and cons of intercultural communication.
- Identifying similarities and differences among cultures.
- The 8 Dimensions of Erin Meyer's Culture Map.
- Nonverbal communication: differences and focus areas.
- Giving feedback while taking culture into account.
- Making decisions as a multicultural group.
- The relationship to time and planning in a multicultural environment.
- Presenting a report to a multicultural audience.
- Identifying pitfalls.

Energize and motivate a team



Mentoring and motivating a team around a common goal.

How can you motivate your team by means other than salary? How do you mentor a group and transform it into a team united by a shared vision? This training will give you what you need to boost the performance of your team.



Course length

2 to 3 days



Training designed for

Operational personnel, including team leaders.

Training objectives

- 01 learn how to go from group to team.
- 02 Learn how to adapt your leadership style to different personalities on your team.
- 03 Learn how to formalize team objectives.
- 04 Learn how to communicate guidelines and make clear presentations.
- 05 Learn how to find out what motivates your team.
- 06 Learn how to foster accountability among employees through delegation.
- 07 Understand how to manage challenging behavior.

Training content

- The 5 stages of team building.
- Factors contributing to team cohesion.
- Group dynamics: energizing a group.
- The four pillars of autonomy.
- Adapting your leadership style.
- Asserting your authority in a difficult situation.
- From autonomy to accountability.
- Delegating: A useful tool, but not with everyone.
- Monitoring employee work: guidelines and approaches.



Available in Blended Learning

Teaching approach

- Case study: The growth of a team and the role of its leader in achieving this growth.
- Role plays: Delegating responsibility to employees.

[More information](#)

[Table of contents](#)

Strategic management



Course length

4 afternoons, two weeks apart



Training designed for

- Senior management in companies of any size
- Business Unit and Operations directors
- People in support functions who want a better understanding of the strategic side of business

Creating a truly collective project is an opportunity for external differentiation and internal cohesion.

How do you put together a collective project? What are the priority targets? In what way does it differentiate the company? How do you turn it into an opportunity to foster internal cohesion and discipline? How do you implement it? How do you finance it? How do you monitor its implementation and success?

Training objectives

Learn to create and implement a strategic roadmap by responding to 6 key questions:

- 01 Where are we right now, what are the key characteristics of our sector of activity, and what does the competition look like?
- 02 What is/should be/will be our coverage of the strategic segments of our sector?
- 03 Learn how we create a lasting competitive advantage in the segments we chose to cover.
- 04 Learn how to structure and organize ourselves to implement the chosen strategy.
- 05 How are we doing today?
- 06 How do we get from who we are to who we want to be?

Teaching approach

- Case studies and readings, analyses of external cases and of select cases suggested by participants.

Training content

- Where are we right now?
- The value chain, strategic segmentation, Porter's forces, key success factors.
- Choosing a segmentation strategy.
- Synergies among segments, force field analysis, coverage priorities.
- Building a competitive advantage.
- Sources of differentiation, their degree of durability, corporate culture, identity and difference.
- Structuring for implementation.
- Strategic finances, strategy and organization, culture and culture change.
- How are we doing today?
- Intensity of the change, readiness to change.
- How do you change?
- The Progress Consulting frame of reference for change management.

The toolbox of the manager



Your turnkey team manager project!

A practical training that leads you to put the tools of people management at the service of your situation. This training is a must and our clients, when they discover it, ask for more as the feedback is so positive!



Course length

Between 2 and 4 days



Training designed for

All managers and future team managers

Training objectives

Implement your managerial project and to do so:

- 01 Develop your people management skills
- 02 Organize your priorities as a manager
- 03 Define your leadership profile and better understand how others work
- 04 Communicate with assertiveness in your interactions (feedback,...)
- 05 Develop a motivating environment
- 06 Implement a delegation plan: from directive to delegative
- 07 Manage conflicts



Available in Blended Learning

Teaching approach

- Implementation of a managerial project
- Case studies and simulations
- Games
- Intervention
- Sharing of practical cases

Training content

- What kind of manager am I?
- How do I understand and adapt to others?
- How to organize my role in concrete terms?
- Engage the team in a motivating and adapted communication
- Sharing our projects as managers
- Creating a motivating environment
- The manager is also a “change manager”: how to occupy this role and how to fulfill it
- Conclusion
- We recommend an individual outtake of 1 hour to punctuate the learning process
- Conclusion



Talent Management

1. Conducting a recruitment interview
2. LinkedIn : an ally in your recruiting process
3. La Méthode STAR

Conducting a recruitment interview



How to structure an interview and ask effective questions to select the right candidates

The time available for a recruitment interview is often limited, yet the number of factors to be questioned and the stakes involved in the decision at the end of the interview are enormous. Structuring the interview to cover all the key questions in the time available, asking powerful questions to both save time and target relevant competencies, reaching a conclusion and alignment between stakeholders through decision support tools are all success factors that will be addressed during the training. Not forgetting that through such an interview, you are also playing with your employer brand.



Course length
1 day



Training designed for
HR managers and staff, managers, HR consultants

Training objectives

At the end of this training, you will be able to :

- 01 Structuring a recruitment interview
- 02 Asking questions and assessing skills
- 03 Avoiding the pitfalls of cognitive bias
- 04 Adopting an inclusive attitude
- 05 Reaching a conclusion
- 06 Giving feedback to the candidate

Training content

- The principles of deontology
- Structuring the interview and prioritizing the questions
- Asking questions and assessing skills
 - Distinction between knowledge, know-how and interpersonal skills
- The type of question to ask
- The STAR method for assessing competencies
- Being objective and avoiding bias
- The importance of feedback as one of the levers of employer branding

Teaching approach

- Presentation of concepts and tools
- Practical exercises
- Situational exercises

[More information](#)
[Table of contents](#)

Linkedin : an ally in your recruiting process



How to attract applicants through the Linkedin professional network?

Le réseau professionnel Linkedin est un véritable allié dans son processus de recrutement, d'où l'importance d'en prendre conscience et surtout intégrer les bonnes pratiques.



Course length

3h



Training designed for

HR, recruitment manager,
Talent acquisition, officer/manager,...

Training objectives

Candidate Journey:

- 01** An integral part of the employer branding strategy to attract candidates.
- 02** Define your target & objectives: set a target and objectives tailored to the internal issues of the organization.
- 03** Extend the visibility of your content: increase the engagement rate.

Teaching approach

- Presentation of your network development project.
- Individual reflection time
- Construction in sub-groups
- Sharing in plenary
- Experimenting with the network
- A practical approach: the trainer provides concrete answers to the participants and invites them to test it live.

Training content

- What is a network?
- Linkedin: an ally.
- Current diagnosis: what is the role of the network in your organization today?
- The building phase: how to build the brand.
- Going further: how to increase your visibility?
- The link between Linkedin and engagement.
- The audience: develop the target group.
- Conclusion: Bringing the target group to recruitment.

The STAR method



how to evaluate a skill in an objective and concrete way according to the STAR method (Situation, Task, Action, Result)

The STAR method is a disruptive tool that values past actions and experiences. Beyond the declarative dimension (“I am organized” “I delegate”), this method constitutes a demonstration by the proof through the presentation of concrete achievements. Particularly useful for evaluating a skill during a recruitment or evaluation interview, it also allows you to personalize and energize your questions.



Course length

½ day



Training designed for

HR managers and staff, managers, HR consultants

Training objectives

- 01 Prepare your selection or evaluation interviews according to the targeted skills
- 02 Question and go beyond behavioral skills
- 03 Have a tool that guarantees the greatest objectivity

Teaching approach

- Presentation
- Practical exercises
- Case studies

Training content

- Presentation of the method and its application in the different types of interviews
- What is a competence: distinction between knowledge, know-how and interpersonal skills
- The principles of communication and the different types of questions
- Preparing an interview according to the STAR method and asking questions targeted by competence
- Pitfalls to avoid
- Alternative methods



Change management

1. **Fundamentals of Lean Management**
2. **Project management**
3. **Managing skills development**
4. **Change management**
5. **Business & change:
the BOOST program**
6. **Succeeding in a cultural transformation**
7. **The toolbox of the project and change
manager**
8. **The role of the proximity manager in
change management**

Fundamentals of Lean Management



If you want something you've never had, you must be willing to do something you've never done.

In today's complex and constantly changing world, advantages and opportunities often have a short life span. In this context, a structure and operations that are high-performing, flexible and sustainable are essential to the survival of an organization. However, with an ever-increasing variety of management models and methods, it is sometimes difficult to know where to start. The one thing they agree on is the need to perform superior work in ideal conditions, while expending a minimum of time, resources and energy. In other words, being lean. Lean Management is about achieving these goals by focusing on activities that create value, while eliminating those that do not.



Course length
2 to 3 days



Training designed for

- This method applies to organizations of any size, to all sectors (industry as well as services) and all processes (production, R&D, administrative, etc.).
- For anyone who wants to learn about continuous process improvement and Lean Management (quality managers, local managers, project managers, HR managers, production and supply chain managers, etc.).

Training objectives

- 01** Fully understand the stages of Lean Transformation.
- 02** Learn how to support teams throughout the change. Learn how to solve problems the right way.
- 03** Define the right objectives and indicators.
- 04** Learn how to identify waste and do what it takes to reduce it.

Training content

- Why Lean Management?
- The differences between Lean, Six Sigma, Agile, Kaizen, etc.
- The 3 Lean goals: Waste, Quality, Flexibility.
- The 6 Lean principles: Customer, People, Process, Performance, Organization, Behaviors.
- Process Checklist.
- Value Stream Map to highlight what to attack first.
- Visual Management.
- Communication Calendar.
- 5S principles.
- DMAIC Problem Solving Methodology.
- The Ishikawa diagram.

Teaching approach

- Lively, fun approach: videos, games and exercises in breakout groups, case studies, individual projects, and more.

[More information](#)

[Table of contents](#)

Project management



How to promote activities that create value for your organization.

Do you manage one or more projects? Would you like to apply proven techniques to structure your approach and increase efficiency? Do you dream of mastering the fundamentals of dynamic, agile and adaptive project management? Do you want to control operational risks and also bring together your team around a clearly defined and ambitious project?

Our team of project management experts will guide you step by step through training centered on practice, concrete tools and collaboration.



Course length

2 days



Training designed for

Project managers and team leaders.

Training objectives

- 01 Define a common terminology.
- 02 Understand the different types of projects for different objectives.
- 03 Understand the benefits of a holistic approach that combines quality of solution and team ownership.

Teaching approach

- Case studies and concrete examples, practical exercises: creating a RACI matrix, drafting a Project Team Organizational Chart.

Training content

- What does project management entail?
- Understanding how to organize a project and the main project management concepts.
- Introducing the various project methodologies, their strengths and weaknesses.
- Defining SMART goals.
- Draft the different stages of a project (macrostructure).
- Project task and timeline tools: PERT, Gantt.
- Exploring the RACI tool: Who's doing what?
- Techniques for running efficient meetings (stand-up meetings).
- Implementing a personal action plan.

Managing skills development



Develop the full potential of your staff

Managing employee learning and competency development (through various means such as training, intervention, coaching, workshop...) requires internal procedures, reference documents but also practice and know-how. Through this training we develop project managers' skills and know-how for competency development and help them position themselves as a true partner of their internal clients.



Course length

1 to 3 day(s) + coaching sessions in the field



Training designed for

- Projectmanager in een omgeving waar veranderingen moeten worden geaccepteerd.
- Manager belast met een organisatorisch veranderingsproject.

Training objectives

- 01 Develop the skills of HR teams in training management and various forms of support (coaching, intervention, etc.).
- 02 Apply ad hoc management tools and techniques in the field.
- 03 Apply the defined management process in the field.

Teaching approach

- Methods and tool sheets that can be translated back to the work situation.
- Case studies to help you understand the approach and create a skill development plan.

Training content

- The demand and objectives of the internal customer.
- The different types of skills and knowledge.
- The form of support (training, coaching, workshop...).
- Focus on training:
 - The process.
 - The data sheet.
- The specifications.
- The specifics of coaching, peer and co-development.
- The specifics of skill development through digital technology.

Note: Possibility of targeted training on some topics in a shorter format.

Change management



Providing support and succeeding at change management: Principles of hange Management.

As a manager, daily change is a given. This is a normal phenomenon in the life of a company and when it's going through transformation. Depending on the cause, the timing and your own personality, managing change may be more or less challenging for you. The goal of this training is to provide you with a toolkit comprising of the best change management techniques to help you successfully manage the transformation process.



Course length

1 to 3 days + on-site support



Training designed for

- Project managers in the position of getting others to accept change.
- Managers in charge of an organizational change project.

Training objectives

- 01 Evaluate the scope, depth, durability and gains of a project or change strategy.
- 02 Learn how to facilitate a project.
- 03 Demonstrate exceptional personal commitment to achieving change objectives.
- 04 Learn how to manage resistance to change.

Teaching approach

- Sharing experiences and exchanges around participant experiences.
- Case studies and practical exercises in managing the human element of change.
- Small-group work and/or simulations around practical topics.

Training content

- Understanding individual behaviors in the face of change.
- Change in the context of key concepts (areas of influence, change management cycle, etc.)
- The different types of change.
- The ADKAR® tool.
- Mapping out the issues and analyzing impact.
- Managing emotional and rational resistance.
- Monitoring the completion of tasks and objectives by employees.
- Identifying indicators for tracking progress.
- Communicating about change.
- The communication plan.
- Implementing a personal action plan.



Available in Blended Learning

Business & change: the BOOST program



Developing a positive attitude towards change and a better understanding of it: economic and strategic issues related to change, as well as employees' relationship with change.

The world is changing, and the changes come faster every day. An organization's ability to handle change ensures its survival. In this context, the attitudes and abilities of middle management play a crucial role, but that is rarely enough. A committed and effective middle manager with a team that is "resistant to change" can easily become discouraged and have trouble supporting the organization's projects. The goal of the BOOST Program (formerly "business and change") is to foster a positive attitude towards change among "operational" personnel (laborers, employees, etc.). This is achieved by helping them better understand the economic and strategic issues related to change, as well as their own relationship with change.

Le module 2 du programme Boost existe également



Course length

4 days
(Contact us for the complete program)



Training designed for

Operational personnel accompanied by their management.

Training objectives

- 01** Understand the organization's mission and values, and be able to map out the necessary steps at their level to accomplish them.
- 02** Become equipped to give feedback and to apply relevant information to a collaborative effort to find ways to facilitate change.
- 03** Learn how to restore meaning to their work through real (internal and external) customer focus and tools such as empathic interviews, the customer-experience journey.
- 04** Understand, in your area of influence, your own relationship with change so you can adopt a proactive attitude in order to accomplish the goals.
- 05** By the end of this program, you will have concrete action plans that will make it easier for all involved to implement changes in the organization.

Teaching approach

- Practical and directly applicable
- Participatory, exercises, fun
- Trainers with hands-on experience
- Tailored to your specific areas of interest

Training content

- Customized to meet your needs
- A unique opportunity to start a constructive dialogue among management, senior leadership and operational personnel.
- An exhilarating program that places employees at the heart of the approach and gives them recognition.
- An opportunity to learn about yourself, which participants do not usually get in training programs.
- An appealing training support scheme
- A real impact on the climate and culture of your organization.

Succeeding in a cultural transformation



How can culture hinder or support an organization's strategic issues?

The cultural issue in an organization is often reduced to the exercise of defining values, which are important to the management team. However, culture is a more complex collective element that has a determining impact on the organization's ability to adapt to the challenges of its environment.

This training explores what organizational culture is, how to characterize it objectively, the approach and tools to influence it and succeed in a cultural transformation process, in order to create sustainable value for the organization.



Course length
1 day



Training designed for
anyone involved in a sales cycle

Training objectives

- 01** Understand the different facets of the notion of culture
- 02** Learn to characterize the culture present in an organization through a scientific and statistical model
- 03** Explore an approach and tools to transform the culture of an organization

Teaching approach

- Conceptual and theoretical contributions
- Practical exercises and experience sharing
- Case study of the type "building a feedback culture" or "building a process-oriented culture"...
- Self-diagnosis and individual action plan for the organization considered by the participant

Training content

- Explore the notion of culture through etymology and Peter KOENIG's "Source Principles"
- Characterize the culture present in an organization using Clare GRAVES' model and the contributions of the Spiral Dynamics
- Explore a concrete and practical approach as well as the tools to use during a cultural transformation:
 - Ken WILBER's 4Q
 - Change management path
 - Sociodynamic matrix
 - Jean-François BERTHOLET's Mobilization Spiral

The toolbox of the project and change manager



The only thing that won't change is change.

Make a project out of a change. Integrate the “change management” dimension in your projects, such are the challenges of this highly appreciated program.



Course length
4 days



Training designed for
Anyone who manages a change project

Training objectives

The final objective of this program is :

01 To develop skills in change management and project management

More specifically :

02 Develop skills in project and change management

03 Have a project and change management methodology based on the “change journey”.

04 Develop your strategic intelligence to anticipate situations of tension

05 Progress in your project and change management skills

Training content

- The project change journey and its implications
- Roles and responsibilities
- Strategic intelligence: what is it?
- Communicate better on your projects by incorporating the “change management” dynamic
- The project charter
- Impact analysis and its consequences
- A planning why? How to plan?
- Networking, a key skill of the project and change manager
- Tactical resistance management
- The key moments of your change journey
- Anticipating and managing conflicts inherent to project management



**Available in
Blended Learning**

Teaching approach

- Precise methodological framework (change journey, ADKAR)
- Work on concrete cases that the participant brings
- Intervention
- Games

[More information](#)

[Table of contents](#)

The role of the proximity manager in change management



If the proximity manager does not play his or her role as change manager, change will be very difficult to implement!

A practical training that allows the proximity manager to play his or her role. A proven practical approach, delivered by ADKAR certified trainers



Course length

1 day



Training designed for

- All managers and future team managers
- Anyone who guides change in an ambassador role

Training objectives

Acting as an agent of change
Communiquer sur un changement

- 01 Communicate on a change
- 02 Liaise top down and bottom up
- 03 Involve at the right level
- 04 Anticipate resistance
- 05 Support colleagues in the change process

Teaching approach

- We will start from concrete cases experienced by the participants
- Analogical games
- Intervention on concrete cases experienced by the participants
- Sharing of practical cases

Training content

- What is the role of the manager in change management?
- Communicate the change to your team and to the stakeholders in your area
- Ensuring that information is passed on to and from the team so that the change can take place as smoothly as possible
- Manage negative emotions and resistance in the field
- Guide colleagues in the team to help them accept the change



Available in Blended Learning

[More information](#)

[Table of contents](#)



Vente & négociation

1. **Building a network and identifying opportunities**
2. **Face-to-face sales**
3. **Phone sales**
4. **Painless prospecting**
5. **Persuasion & influence**
6. **Negotiation skills**
7. **Building customer loyalty
Account Management**
8. **Closing techniques**

Building a network and identifying opportunities



Getting to your first sales.

Many specialized employees accustomed to approaching customer relations with a “product” mindset are discovering that, today, they need to be more proactive, identifying new opportunities, or even attracting new customers to their organization. In-house counsel, attorneys, engineers, technicians, etc. Each has a commercial role and can (or should?) do their part to contribute to the business. Although it’s important, doing this requires employees to step out of their comfort zone and revisit established work habits. Furthermore, this extra responsibility can lead to frustration and can cause stress and tensions. This is very common in times of change.



Course length
1 to 2 days



Training designed for
Young people, sales personnel, specialized employees

Training objectives

This sales training for non-sales employees provides the motivation they need to get started and the tools they need to get results.

Teaching approach

- Before the training, participants are asked to create or update their LinkedIn profile in order to get personalized feedback.
- Tools for defining your networking strategy.
- Workshops and breakout group discussions.

Training content

- Exploring your limiting beliefs about sales and turning them into empowering beliefs.
- Developing a positive attitude.
- Stepping out of your comfort zone and learning to see commercial growth as collective and personal progress.
- Taking action in your circle of influence.
- Cultivating existing accounts.
- Networking: constraints - drivers
- Making your own luck!
- Your different networks: customers, contacts, partners.
- How to turn customers into a network.
- The elevator pitch: Explain what your company does any time, anywhere.

Face-to-face sales



Prepping in advance, establishing contact, listening, and closing a sale.

Learn the steps of the sales process and the best techniques for closing a sale. Every customer that comes along is already a win for you! Then you need to get them interested, take care of their needs, and stay in touch. This training shows you how to create this connection and teaches you how to effectively close the sale. Feel free to bring examples of real situations you've experienced, and we'll help you adopt the skills necessary for closing face-to-face sales.



Course length
1 to 2 days



Training designed for
➤ Anyone interested.
➤ Operational personnel, including team leaders and managers.

Training objectives

- 01** Learn some simple tips and techniques for getting your prospect to open up.
- 02** Learn how to identify what your prospects are looking for.
- 03** Learn how to offer them a tailored solution through a targeted sales pitch.
- 04** Learn how to avoid questions about cost.
- 05** Learn how to close a sale productively.

Training content

- Remove sales obstacles.
- A simple, effective approach: APEROS
- A: Develop a winning Attitude.
- P: Pose the right questions.
- E: Open your Ears, listen actively and respond appropriately.
- R: Reformulate customer needs in a convincing sales pitch.
- O: Objections to overcome before you can close.
- A closer look at overcoming objections to cost.
- S: Stay on it: follow up to get to the sale.

Teaching approach

- Theory, simulations, and practical application through numerous individual and group exercises. Exercises, role plays, and real-world cases throughout the training.



Available in Blended Learning

[More information](#)

[Table of contents](#)

Phone sales*



How to get past barriers, get appointments and “get to yes.”

Selling over the phone. Winning over a customer on the phone. Pitching effectively by phone. The most efficient ways to reach a prospect or customer quickly are by phone or video conference. However, using these methods to close a sale requires expertise in a number of specific techniques: an ability to win prospects over quickly and successfully overcome their key objections.

*Available as “Remote selling.”



Course length

- ½ à 1 jour
- Inclus sessions d'appels avec feedback



Training designed for

anyone required to sell or to persuade prospects and customers over the phone.

Training objectives

Through practical exercises involving high participant interaction, this operational training provides the keys for increasing your sales effectiveness by phone.

Teaching approach

- Theory and practice.
- Group sessions guided by the trainer.
- Simulations based on participants' real-world needs: role play phone calls, analysis of the exchanges.
- Drafting guidelines for conversations and responding to objections.

Training content

- Presentation of fundamentals of effective communication.
- Tips and tricks for preparing in advance.
- Exercise: Overcome obstacles and hesitation.
- Presentation and structuring of the major steps of telephone sales.
- Ace your opening sales pitch.
- The SNCD method: Support, Need, Conclusion, Data.
- Workshop: How do you overcome objections? Especially those related to costs.
- Introduction to the principles of persuasion and influence.
- Exercise: Assertively steering a prospect to the close.
- Implementing a personal action plan.

Effortless prospecting



Better prospecting for more sales.

What are the different kinds of prospecting? What are the most effective tools for sales prospecting? This training offers participants key fundamentals, lines of reasoning, and tools they can use right away to optimize their prospecting activities and increase their chances of getting to the close.



Course length
2 days



Training designed for
Anyone whose duties include prospecting.

Training objectives

- 01** Through highly interactive exercises, this operational training provides the keys to improving your effectiveness in phone sales.

Teaching approach

- Exercises based on participants' real-world examples, self-assessments, simulated exchanges, training in how to schedule meetings, and recorded role plays.
- Creating a prospecting plan.

Training content

- Presentation of the fundamentals of prospecting.
- Exercise: Making assumptions.
- Workshop: Preparing a pitch.
- Overview of available prospecting tools for different targets.
- Creating your prospecting plan using different channels and mediums.
- How to organize your prospecting time.
- Scheduling prospect meetings more effectively.
- Knowing how to communicate in networking situations.
- Using social media and social selling for prospecting.
- Acing a prospect meeting by video conference.
- The first 20 words and gestures in an initial prospect meeting.
- Implementing a personal action plan.

Persuasion and influence



Drawing on neuroscience to increase sales effectiveness.

Our brains, which are lazy by nature, tend to respond to stimuli in a partially predictable way and to use mental shortcuts. What if a better understanding of this tendency allowed us to optimize our powers of persuasion, while still respecting sales ethics and integrity? What is a successful sale? How can you be persuasive and exert influence in a respectful way? This training will enable sales professionals to perfect their selling techniques.



Course length
1 day



Training designed for
 ➤ Anyone who is interested.
 ➤ Anyone interested in learning about influencing techniques.

Training objectives

- 01** Understand how influence, manipulation and biases function during customer meetings and in-person or phone sales.
- 02** Learn how to enhance your sales techniques with new ideas.
- 03** Understand (and apply) how the 6 principles of influence and heuristics work.
- 04** Explore ethics in relation to the values of the companies we represent and those of the companies we are targeting.

Teaching approach

- Case studies and role plays

Training content

- The 2 paths of sales persuasion and when to use them.
- The 6 universal principles of influence.
- Major cognitive biases and their effects during customer meetings.
- Presentation: The 4 categories of manipulation to avoid.
- Frequent selfish manipulations and their applications.
- Implementing a personal action plan.

Negotiation skills



How to carry out negotiations that end in profitable, lasting agreements?

What are the steps of a successful negotiation? How do you get a price down? How do you make a negotiation plan? How do you find a win-win solution? This training is intended for professionals interested in increasing their ability to negotiate and persuade. This training covers an effective, proven method for achieving successful negotiations in sales as well as inside an organization.



Course length

2 days



Training designed for

Anyone involved in the sales process, conflict resolution, sharing of limited resources or value creation.

Training objectives

- 01 Effective preparation: context, technique and mindset.
- 02 Learn how to conduct a discovery interview consistent with your purpose.
- 03 Define an initial offer and respond to those of others.
- 04 Apply the principles of concession and compensation.
- 05 Arrive at an agreement or agree to disagree.

Teaching approach

- Toolkit, templates, outlines
- Video illustrating concepts
- Role plays with observers and debriefing
- Exploration of real-life experiences of participants

Training content

- The 4 stages of the negotiation process, what goes on during negotiation, and tools that can be used at each stage.
- The main communication vectors used: questioning, listening, reformulation, argumentation, handling objections.
- The fundamental concepts: objects, subjects, aspiration point, resistance point, anchor, margin of maneuver, zone of possible agreement, best alternative (BATNA).
- Preparation tables and how to complete them.
- The first offer: anchoring, framing, recency, primacy, contrast.
- The different types of first offers: Creating them and reacting to those of others.
- Rules for making concessions.
- Major competitive tactics.

[More information](#)

[Table of contents](#)

Creating customer loyalty Account Management



Your client portfolio: Follow-up, engagement, creating loyalty.

Quality relationships are the key to fostering long-term loyalty among customers. The best sales professionals can analyze their client portfolio, determine its level of maturity, and engage their clients in order to create an efficient, targeted sales action plan. This training will give you the keys you need to monitor, engage, and foster loyalty among your clientele.



Course length

1 day



Training designed for

- Key Account Managers newly arrived from a sales position.
- Existing KAMs interested in bolstering and enhancing their skills.
- Sales Directors in charge of teams of KAMs who are interested in improving practices.

Training objectives

- 01 Learn what a client portfolio is.
- 02 Learn how to analyze it.
- 03 Learn how to build loyalty among your customers.
- 04 Learn how to grow your portfolio through prospecting.

Teaching approach

- Creating an Account Business Plan.
- Strategic client mapping and networking plan for key accounts.
- Sharing of experiences and good practices in various sectors.
- Numerous tools for speeding implementation.

Training content

- Analysis of your client portfolio: representing it on a quantitative map.
- Establishing customer profiles.
- Techniques for engaging your client portfolio.
- Creating an action plan, organizing your sales priorities.
- Workshop: Creating loyalty among your clientele.
- Tips and tricks for identifying new opportunities with an existing customer.
- Method for accessing different divisions of your customer's organization.
- Acing the business review with your clients: the three-star meeting!
- Building your own development plan.

Closing techniques



How to request the order or its signature?

Closing skills refer to the ability to convince a prospect to accept the offer we have made. This usually occurs in the final stage of the sales or negotiation process and requires a mix of diplomacy and assertiveness. A mixture of active listening, communication and persuasion. Adapting your approach based on the fact that no two prospects are the same will make you even more effective.

There are many techniques to effectively close a deal. Some are best suited to reassure the hesitant person, others can help them organize their thoughts and reach their own conclusion. Combining our skills with the most appropriate technique will increase our probability of success.



Course length
1/2 day



Training designed for
Anyone involved in a sales cycle

Training objectives

At the end of this short training the participant will be able to :

- 01 Identify the prospect's communication preferences
- 02 Identify the most effective techniques based on preferences
- 03 Use influence techniques to increase the probability of success
- 04 Use some decision biases to facilitate access to the signature

Training content

- Summary of communication styles and links to "closing"
- Some important obstacles that complicate our closing task
- Some important biases that make the prospect's decision easier: loss aversion, status quo, scarcity effect, recency and primacy, anchoring, framing
- Some effective techniques: summary, pros and cons, presumed, conditional or after the fact acceptance
- Some catalysts: Time limited offer, free trial or/and samples

Teaching approach

- Sub-group discussions
- Role playing
- Illustrative videos
- Sharing of tools



Effacité personnelle et productivité

1. **Managing your time and priorities**
2. **Managing emails**
3. **Running a meeting efficiently**
4. **Train-the-trainer**
5. **The keys to motivation**

Managing your time and priorities



Methods for increasing efficiency.

Are you overwhelmed with so many tasks that you don't know where to start? Your time is precious! Then you really need to make better use of your time at work, so you can easily meet your deadlines and avoid working overtime. Do you want your to-do list to be your ally instead of your enemy? What's the most efficient way to keep your paper and electronic documents organized? We cover these and many more practical questions during this training. Register for "Managing your time and priorities" and eliminate productivity drains.



Course length
2 days



Training designed for
➤ Anyone who is interested.
➤ From administrative staff to senior management: sales execs, department heads, specialized professionals, and account managers.

Training objectives

- 01 Learn the importance of prioritizing.
- 02 Learn how to plan daily activities.
- 03 Learn how to get organized to be a better team member and achieve your long-term goals.
- 04 Acquire a better understanding of our relationship with time.

Training content

- Getting organized to achieve your goals: managing emergencies and other situations.
- The Eisenhower Matrix: prioritizing what's urgent and important.
- The major laws of time management: Carlson, Pareto, Parkinson
- Biorhythm for managing your energy throughout the day.
- Impediments to time management.
- 10 time-intensive situations and how to deal with them: personal time management tools.
- Communicating about your schedule, learning to say "no."
- Implementing a personal action plan to reclaim 2 hours each day.

Teaching approach

- Individual online questionnaire to determine your relationship with time.
- Examples of to-do lists and priority management matrices to download.
- Most of the training will comprise practical activities and exercises.
- Interaction among participants.



Available in Blended Learning

Managing emails



Making email a personal efficiency tool.

Email completely changed the way we communicate, bringing with it advantages, but also disadvantages. Managing emails can become a problem and cause tensions and stress. Without an organized approach, information or requests can fall through the cracks and give a bad impression of a company.



Course length

½ to 1 day



Training designed for

Anyone who is interested.

Training objectives

- 01** Provide specific techniques for managing emails.
- 02** Learn some writing tips and techniques for organizing your inbox.
- 03** Efficiently write outgoing emails and manage incoming messages.

Training content

- Analysis of problems encountered when managing emails.
- Rules for writing and structuring emails.
- Tips and tricks for not wasting others' time.
- How do you send a delicate message by email?
- Organizing your inbox.
- Get better at managing incoming emails.
- Implementing a personal action plan.

Teaching approach

- Each participant brings a laptop so that the tools and techniques shared by the trainer can be instantly applied.

Conducting a meeting effectively.



Fewer meetings, but more productive ones.

Though meetings are often considered a necessary evil or a waste of time, they are, nonetheless, essential tools for management and communication.

What constitutes a good meeting?

How do you cut your meeting time in half while coming to decisions more efficiently?



Course length

2 days



Training designed for

- This training is for anyone who participates regularly in meetings and would like to increase the productivity of online work meetings.
- More precisely, this training is useful for senior management, team leaders, project managers, all sales professionals, employees and managers.

Training objectives

- 01 What are the different types of meetings (team, project, coordination, information, etc.) and their goals?
- 02 Learn how to organize and prepare for a meeting.
- 03 Learn how to run a remote meeting (prepare for a videoconference with WebEx, Zoom, Skype, etc.).
- 04 How to manage different personalities in a meeting.

Training content

- Communicating in a group.
- The meeting leader (role, taking charge, managing stress).
- Practice: Preparing for and organizing a meeting.
- 4 phases of running a meeting (contact, collect, construct, summarize).
- Implementing a personal action plan.

Teaching approach

- Role plays, running short meetings.
- Outlines and examples for preparing for and running a meeting, as well as following up on action items after a meeting.

Train the Trainer



Creating a teaching process and managing a training session.

How do you ensure that acquired knowledge will endure? How do you harness attention and foster positive emotions during training? In the Train-the-Trainer session, the elements of a good training program will be studied in detail: preparation, adult learning processes, teaching techniques, group dynamics, and of training, developing your own teaching style.



Course length
2 days



Training designed for
➤ This training is for internal trainers and instructors, managers and leaders who are often called on to do training, advisers or instructors associated with an educational institution, for professors and teachers. In short, it's for anyone interested in sharing their area of expertise with a group in a compelling way.

Training objectives

- 01** Learn how to design, give and evaluate a training training.
- 02** Learn the importance of conveying information with empathy.
- 03** Learn how to manage group dynamics to optimize impact and interest.

Teaching approach

- The training emphasizes practice and exchanges of personal experience between the trainer and participants. As a final project, you will provide to the class a 20-minute training session in your area of expertise, which you will have prepared outside of class.

Training content

- Fundamentals of teaching adults.
- The needs of adult learners.
- The different learning and teaching styles according to the model developed by Feuillette-Cunningham.
- Group dynamics in a learning environment.
- Managing difficult situations in the classroom.
- Storytelling principles for clarity and impact.
- Creating a structure for your training session.
- Different types of training materials and the role of the Internet.
- The learner's biorhythm.
- Implementing a personal action plan.

The keys to motivation



What really motivates us?

Motivation is a key resource in the well-being of your colleagues and in the pleasure you take in doing something.
To better understand it and to act on the levers of motivation are part of this training day.



Course length
1 day



Training designed for
everyone

Training objectives

- 01 Understanding the levers of motivation
- 02 Implementing a personal motivation plan based on consistency
- 03 Setting up a motivating work environment

Teaching approach

- Personal development exercise
- Implementation of internal and external motivational levers
- Implementing a motivational and/or a motivational leadership system

Training content

- Motivation: a question of personal balance first
- Understanding motivation
- Internal motivators, what really motivates us
- External motivational levers, necessary in the working world
- Development of a communication plan in your direct environment
- Positive and motivational communication exercises to support your plan



Creativity

1. **Tapping into your creativity**
2. **LEGO® SERIOUS PLAY®**
3. **Design Thinking**
4. **Brainstorming techniques and methods**
5. **Mind Mapping**
6. **Problem solving**
7. **Developing strategic thinking**

Tapping into your creativity



“Creativity is intelligence having fun.”
George Scialabba

The idea that some people use their “left brain” and others their “right” is a myth. Each of us can develop our creativity at work and become more creative as professionals but also in our private lives! It’s an ability that can be enhanced, like any other. How do you come up with lots of original ideas in a short time? How do you train your brain to break out of its routines?



Course length

1 to 2 days



Training designed for

- Any who are interested.
- Operational personnel interested in solving problems or marketing communications / R&D professionals interested in coming up with new concepts.

Training objectives

- 01** Understand your own creative profile and learn how to foster creativity in others.
- 02** Overcome unconscious mechanisms in our brains that hinder creativity.
- 03** Define the 2 creative brainstorming techniques that focus on specific issues.
- 04** Practice techniques that encourage creativity in a group setting.

Training content

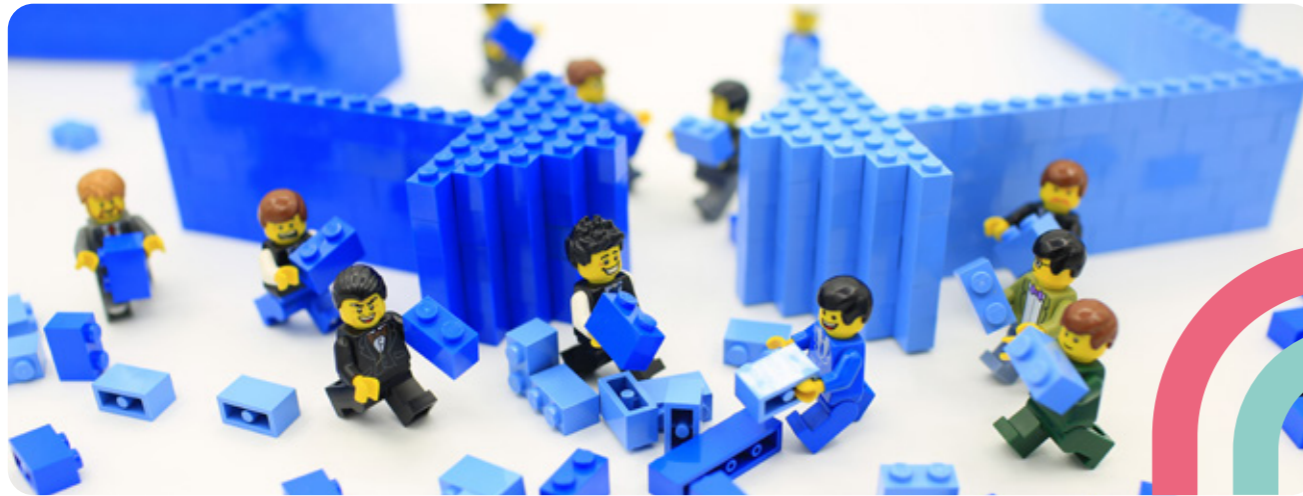
- Games to get your creative juices flowing and improving your lateral thinking.
- Questionnaire to determine your innate creative style.
- Beliefs that limit your creativity.
- How to frame the question.
- Diagnostic tools for framing, and reformulating a problem and defining an outcome.
- Creative inspiration techniques. Examples: Reverse engineering, tarot cards, challenging assumptions, etc.
- Creative association techniques: Mind mapping, discovery matrix, etc.

Teaching approach

- Learn the rules of the game, practical tools and tips and tricks in this interactive workshop. Bring your own project and you’ll leave with a plan!

CREATIVITY

LEGO® SERIOUS PLAY®



“You can discover more about a person in an hour of play than a year of conversation.”

LEGO® SERIOUS PLAY® offers an innovative process to improve innovation and performance within a company. Research has shown that this type of practical and intellectual learning leads to a deeper and more meaningful understanding of the world and its possibilities.



Course length

1 day of non-stop hands-on
WORKSHOP



Training designed for

- Personnel who want to unleash the innovative and imaginative spirit within them.
- The LEGO® SERIOUS PLAY® methodology is an inventive process designed to improve innovation, business performance and foster effective dialogue among colleagues.

Training objectives

- 01 Make it easier for each person to speak up.
- 02 Help identify what is not being said.
- 03 Deepen the thought process.
- 04 Foster effective dialogue for everyone in the organization

Training content

- Hands-on Lego exercises to emphasize “action”.
- Exploring various fundamental questions.
- Constructing a model based on THE question selected.
- Sharing the individual model built and explaining its meaning to other participants.
- Framing questions in a LEGO® SERIOUS PLAY® session.

Teaching approach

- A playful and interactive approach to stimulate creativity and innovation.
- Work that alternates between questions from the trainer, individual creations and discussion sessions.

[More information](#)

[Table of contents](#)

Design Thinking



Try out the method of innovative companies!

More than ever, each company is trying to innovate and stay relevant to its customers. Taking into account the user experience and creative dynamics are no longer reserved only for designers, they are available to everyone! Design Thinking is a method centered on the individual and the group. It is the ideal approach to innovation because it is carried out for and with the users. If you feel lost among all these concepts, and you want to try Design Thinking out, this training is for you!



Course length

2 days of training in bootcamp mode to try out the method everyone is talking about, in a small group, in a space conducive to creativity.



Training designed for

Anyone in charge of a project, innovation manager, product/service development project manager, R&D manager, marketing and sales manager, etc.

Training objectives

- 01 Learn the basics of the Design Thinking method step by step.
- 02 Try out the process as a group.
- 03 Understand and apply the Design Thinking methodology in business.
- 04 Practice creativity as a team.
- 05 Integrate the fundamentals of the facilitator's mindset.

Teaching approach

- Practical application of the method.
- Work on concrete tools directly applicable after the training.
- "Fun"

Training content

- Introduction to Design Thinking (origins, keys to success, obstacles, etc.).
- Creation of a typical customer thanks to the Persona tools.
- Customer Empathy Map and User Journey Maps.
- Explore the Ishikawa or Mind Mapping tools.
- Sales pitching exercises to sell a project.
- 2 brainstorming tools to generate ideas and 2 tools to summarize ideas.
- MVP (Minimum Viable Product) design exercise.
- Various prototypes.
- Collecting user feedback.
- Tool: discussion guide on asking better power questions to challenge ideas.
- Develop your action plan on how to apply the principles of Design Thinking.

CREATIVITY

Brainstorming techniques and facilitation



Maximize your employees' potential.

The myth of the isolated genius is over. Has it been replaced by a constant presence of so-called brainstorming meetings, where post-its are king? Find out the best practices of the most innovative groups, and which brainstorming processes can lead your team to action. This training covers both facilitating behaviors and the techniques and tools to use.



Course length

1 to 2 days



Training designed for

- Anyone interested.
- From team leaders, project managers to communication / marketing / sales / R&D profiles, and more.

Training objectives

- 01 Facilitate a group and lead it to generate a maximum of possible solutions.
- 02 Help a group transform their ideas into action.

Teaching approach

- Several key models tested through brainstorming sessions throughout the day. Possibility of coaching and feedback on brainstorming sessions in your office.

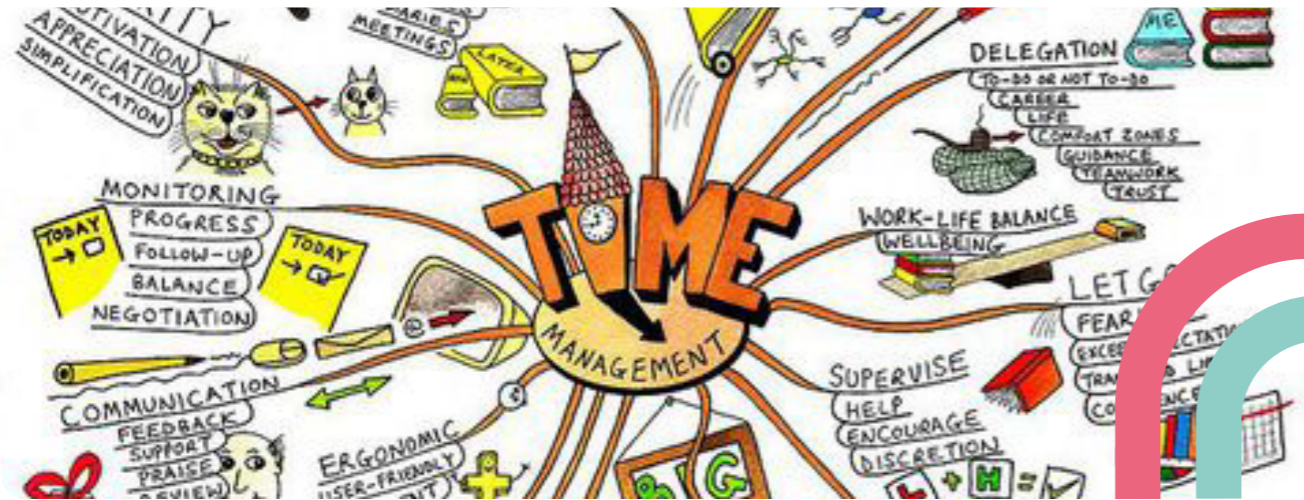
Training content

- Differentiate between innovation, design thinking and creativity.
- Conditions for the emergence of collective intelligence.
- The rules of collective intelligence according to Émile Servan-Schreiber.
- Starting a brainstorming session: Alex Osborn's CPS.
- Checklist techniques.
- Ensuring creative dynamics when running a session.
- Brainstorming techniques: Lotus Blossom, Challenging Assumptions, and more.
- World Café, Brainwalking, and more.
- Edward de Bono's hats.
- Practice the art of safe and stimulating questioning.
- Making ideas converge and selecting ideas: the COCD Box.
- The test period.
- Digital brainstorming tools: Mural, Wooclap, and more.

[More information](#)

[Table of contents](#)

Ming Mapping



And your ideas take shape...

Mind Mapping is a visual layout that places the subject of work at the center of the map and around it, organized by branches, the sub-topics or groups of ideas generated. Mind Mapping is an indispensable tool for structuring ideas and information visually in order to increase the involvement of your employees. The tool helps them work more efficiently, express their creativity and save time. The technique will be used by the creative session facilitator and/or done directly by the group.



Course length

1 day



Training designed for

Anyone interested.

Training objectives

- 01 Optimize your skills to acquire the mind map methodology.
- 02 Practice making mind maps.
- 03 Use mind maps for professional purposes.

Teaching approach

- Placement test
- Roleplay based on professional situations
- Making mind maps

Training content

- How our brain processes information and the impact of visuals.
- Mind Mapping: who for, what for?
- Introduction to the main principles of Mind Mapping.
- Techniques for building mind maps
- The basics of Mind Mapping: elements, shapes, sizes, colors, etc.
- Preparation and “practical” aspects: training material.
- Structure.
- Techniques.
- Exercises to learn how to use mind maps to increase productivity.
- Digital tools.

Problem solving



Tools to find and implement solutions.

Problems are not seen negatively but rather as opportunities to improve performance. There are techniques and methods specific to problem-solving. Acquiring a method of solving a problem in a company (explaining, analyzing, solving and implementing) and mastering the use of associated tools are two of the key objectives of this training.



Course length

1 day



Training designed for

- Anyone interested.
- Operational personnel, including team leaders and managers.

Training objectives

- 01** Help you, through different techniques, to systematize problem-solving and decision-making.
- 02** Learn how to identify the right problems to solve.
- 03** Understand the importance of the steps of a problem-solving methodology.
- 04** Understand the attitudes expected of a manager in problem-solving.

Training content

- Attitudes towards a problem.
- Framing the problem.
- Cognitive biases to avoid.
- The different types of data to look for.
- Analyzing the causes with the Ishikawa tool.
- Looking for solutions.
- Evaluating solutions.
- Planning, monitoring, adjusting and reacting.
- Solution sorting tools: COCD matrix, SWOT analysis, etc.
- Methods of group decision-making.
- Implementing: the Deming cycle.

Teaching approach

- Exercices et cas pratiques de A à Z tout au long de la formation.

Developing strategic thinking



How to develop individual and collective strategic thinking within an organization?

In a world of constant change, today's organizations find themselves in situations where they can no longer operate 'the way they have always done'. To ensure their sustainability, it is crucial that they continue to develop and innovate.

However, everyday management forces employees to be reactive and to plan short-term objectives, keeping their heads in the sand and working on a day-to-day basis.

It is therefore essential for the survival of our organizations that each employee is aware of the importance of adopting a strategic approach, alone and as a team, in their everyday work.



Course length

1 day



Training designed for

Anyone who wants to enrich their strategic thinking skills and have a greater impact on the development of the organization.

Training objectives

- 01 Getting out of your comfort zone and work from day to day
- 02 Implementing a strategic analysis
- 03 Developing creativity to bring out new and innovative ideas
- 04 Stimulating curiosity and developing "thinking ahead".
- 05 Transforming obstacles into levers for the development of strategic thinking
- 06 Having concrete tools to generate new ideas and build a strategy
- 07 Defining a KISS (Keep, Improve, Start, Stop) action plan to lead to real individual and collective progress.

Teaching approach

- Conceptual contributions
- Interactive and playful method based on films, games and exercises.
- Reflection exercises and collaborative workshops in sub-groups on concrete company cases
- Collective and individual action plan

Training content

- Adapted to the reality of your organization and to concrete cases
- A unique opportunity to establish constructive communication between management and operational teams
- Working on limiting beliefs related to creativity and the emergence of new ideas
- Developing a solution-oriented attitude and growth mindset
- Stepping out of one's comfort zone and perceiving strategic thinking as individual and collective progress
- Taking a step back, slowing down, taking time and space to think differently
- An energizing program that puts employees at the heart of the process and gives them recognition



Communication

1. **Assertiveness**
2. **Conflict management**
3. **Giving powerful presentations**
4. **The art of persuasion**
5. **Interpersonal communication**
6. **Decoding and improving non-verbal communication**
7. **Active listening**
8. **Aggression prevention and management**

Assertiveness



How can you say things while remaining yourself? Neither pushy nor a pushover be!

Do you want to assert yourself while commanding respect in all circumstances and deal with difficult situations effectively? Do you want to learn how to assert yourself in a group? Or have you ever felt afraid to say no?

This training provides you with interpersonal communication keys that you can use immediately in your daily life and that will enable you to gain confidence in your professional relationships.



Course length

2 days



Training designed for

- Anyone interested.
- Operational audiences such as team leaders and managers.

Training objectives

- 01 Dare to assert yourself.
- 02 Explore the benefits of assertive communication.
- 03 Communicate without aggression.
- 04 Say things diplomatically.
- 05 Develop self-confidence.
- 06 Learn to communicate without hurting the other person.

Teaching approach

- Individual self-assessment questionnaire
- Role-playing
- Discussions among participants

Training content

- Self-assessment: to understand your relationship style better.
- Defining assertiveness.
- Differences between flight, manipulation or aggressiveness.
- Removing barriers to assertiveness.
- The DESC method by Sharon and Gordon Bower and the OFNR method by Marshall Rosenberg.
- Being assertive when giving feedback.
- Expressing a clear refusal in an assertive manner.
- Practicing receiving criticism assertively.
- Complaining in a constructive manner.
- Recognizing manipulative behaviors.
- Managing aggressive behavior.



Available in Blended Learning

[More information](#)

[Table of contents](#)

Conflict management



Adopt the right attitude towards conflicts and use effective techniques to defuse challenging situations.

What is conflict management? How do conflicts arise at work and how can they be anticipated? What are the common sources of conflict and how should they be managed? Power struggles, conflicts of values, difficulties or misunderstandings with clients, colleagues at work, etc. Almost every day, everyone is confronted with tense situations. This consumes energy and limits productivity. Don't take this situation for granted! In this training, learn how to defuse conflicts at work for genuine and harmonious relationships.



Course length

1 day



Training designed for

- Anyone who is directly or indirectly confronted with conflict situations.
- Human resources managers looking for quality training in conflict management.
- Managers looking for conflict management techniques in the workplace.

Training objectives

- 01 Understand how conflict arises and what the common sources of tension at work are.
- 02 Recognize the different types of conflicts.
- 03 Identify and defuse the mechanisms that lead to conflict.
- 04 Behave constructively despite tensions.

Training content

- Workshop: developing the ability to anticipate conflicts - phrases and gestures that induce aggressiveness, sources of tension, etc.
- Introduction to the concept of emotional management.
- The basics of establishing positive communication and attitude.
- Key behaviors for managing and defusing conflict.
- Practice giving and receiving criticism assertively.
- Workshop: how to react to the different stages and types of conflict.
- Personal action plan.

Teaching approach

- Realistic role-playing
- Individual questionnaire on the 5 conflict resolution styles

Giving powerful presentations



Learn how to prepare for public speaking and convince your audience.

This training is intended for anyone who is required to speak publicly in front of a client or internally. Over the training of the day, you will learn how to overcome the stress that public speaking can generate. Non-verbal language is a key element in making a presentation that leaves an impact. That is why, during the day, we will give you the theoretical bases and practical advice to control your stress and your non-verbal language.



Course length

2 days



Training designed for

Anyone who is required to speak in public.

Training objectives

- 01** Learn how to prepare and present yourself during a public speaking session.
- 02** Learn to introduce yourself in 1 minute.
- 03** Understand and assimilate the 5 golden rules of public speaking.
- 04** Charm the audience and, above all, convince them!
- 05** Control stress and non-verbal language.

Training content

- Warm-up exercises, voice toning.
- Decoding non-verbal language and the golden rules to fully understand it.
- Techniques to control stress.
- Refine your approach to be well prepared.
- Create your sales pitch: present yourself in 1 minute.
- Role-playing: controlling question and answer sessions.
- Presentation exercises: fully understanding all aspects of speaking on stage.

Teaching approach

Throughout this training, real exercises, filmed and analyzed, help everyone become aware of the personal and/or technical mechanisms involved in good oral communication:

- Diction, public reading
- "Letting go"
- Techniques for capturing the audience's attention, "surprise effects"

[More information](#)
[Table of contents](#)

The art of persuasion



Techniques for effective persuasion at work.

Do you find it difficult to win over your boss, your employees or your partners? We offer you a training to explore interpersonal communication keys to improve your persuasiveness and your negotiation skills.



Course length

2 days



Training designed for

Anyone who has to convince a client, a partner, a colleague, a prospect, etc.

Training objectives

- 01 Learn how to find the right arguments. What are the different ways to build a successful argument?
- 02 What is pull or push persuasion?
- 03 Learn how to persuade through "style". Convince through non-verbal communication, through charisma, etc.
- 04 Learn how to convince without putting forward arguments.
- 05 Understand the power of empathy, listening and reformulation.
- 06 How do you determine the most appropriate strategy for each person you deal with?
- 07 How to convince people in times of change?
- 08 How to convince people in difficult negotiation situations?
- 09 How TO determine the most appropriate strategy ...

Teaching approach

- Progressive practical exercises.
- Simple and effective preparation method.
- Building the participant's confidence.
- Filmed exercises.

Training content

- Workshop : the better you know yourself, the better you can convince people.
- Learn to identify the way people work.
- Communication tool: relational intelligence.
- Implementing persuasion strategies adapted to each situation.
- The key criteria for convincing someone difficult.
- Introduction to the concept of active listening.
- Choosing the best method to convince according to the situation: by argumentation, non-verbal communication, active listening, etc.
- Implementing a personal action plan.



Available in Blended Learning

[More information](#)
[Table of contents](#)

Interpersonal communication



For effective communication in the workplace.

Whether you are team-building in projects, conducting negotiations, presenting results in a meeting, talking on the phone, writing letters or emails, you need to communicate in a sincere and appropriate way. To help you do this, this training has the dual objective of encouraging exploration of your communication practices and acquiring tools that can be used immediately in a professional context.



Course length

1 to 2 days



Training designed for

Operational personnel, including team leaders and managers.

Training objectives

- 01 Learn how to adopt a better communication style.
- 02 Take stock of your soft skills.
- 03 Put yourself in the other person's shoes to listen to them.
- 04 Convey the right message.
- 05 Perform well in high-stakes situations (negotiation, conflict).

Teaching approach

- Role-playing and situational scenarios
- Individual self-assessment questionnaire

Training content

- Workshop: Know yourself better for better communication.
- Diagnostic tool: analyzing your emotional intelligence and resistance to stress.
- Basic notions on assertiveness.
- Techniques for developing assertive behavior.
- Decoding and fully understanding non-verbal language.
- Identifying and choosing the best communication channel.
- 10 tips and tricks for selling your ideas.
- Learn how to handle tricky situations.
- Implementing a personal action plan.
- Role-playing and situational scenarios.
- Individual self-assessment questionnaire.

Decoding and improving your non-verbal communication



Sharpen your communication by taking into account body language and voice.

We are constantly communicating through three sets of behaviors: words, body language and voice. Each component combines with the others and allows us to identify ways to gain influence and clarity in our interactions.



Course length

1 day



Training designed for

Anyone who wants to enhance their communication skills and have a greater impact on others.

Training objectives

- 01 Decode and work on non-verbal communication.
- 02 Learn how to pay attention to non-verbal communication to better understand the other person.

Teaching approach

- Slideshows, scenarios, exercises: decoding of photos and films, filmed work on your own non-verbal communication.
- Successive role plays: making non-verbal communication effective in meetings, interviews, etc.
- Use of concrete situations suggested by the participants.

Training content

- The notion of territoriality
- Areas of interaction
- Posture
- Gestures: illustrative, emblematic, manipulative
- Facial expressions and the seven universal emotions
- What changes on the telephone, in videoconferencing, under a mask
- The impact of baseline, cluster analysis and context
- Congruence, synchronization
- The six voice tools: operation and scope of each of them
- Action plan

Active listening



Develop your listening and empathy skills.

Empathy consists in knowing how to “put yourself in the place of the other person”, to be open to his or her needs and feelings. How can you behave empathetically and practice empathy? How can you practice active listening? “Speaking truthfully” without attacking the other person. This training in active listening will help you to become flexible and react by adapting to the other person. For smooth and efficient working relationships!



Course length

1 day



Training designed for

Anyone who wants to improve their listening and reaction skills.

Training objectives

By the end of the training, participants will be able to take part in projects using active listening:

- 01 Develop the ability to communicate assertively.
- 02 Analyze cooperative practices in projects.
- 03 Develop an action plan for improvement.

Teaching approach

- Video and situation analysis, role playing.
- Fun quizzes to explore how skilled you really are at active listening.

Training content

- Differences between sympathy, empathy, compassion, etc.
- Communication filters.
- The traps: judgments, distortions, generalizations, etc.
- Representations, beliefs, values, prejudices.
- The pyramid and the different degrees of active listening.
- Reformulating: principles and techniques.
- Empathy: principles and techniques.
- Training to put yourself in the other person's shoes.
- Using assertiveness to fit into a project.
- The different modes of communication: aggressiveness, assertiveness, manipulation, submission.
- Communicating effectively in a difficult situation.
- Communicating a difficult message.
- Finding the right distance.

Aggression prevention and management



How to remain calm in an aggressive situation and intervene appropriately.

Aggression is primarily a process. The human nervous system is often exposed to a wide variety of stimuli. The management of aggression therefore begins in the body and therefore by self-regulation. This will be at the heart of this training. Through simple and targeted exercises, participants learn to regulate the load of their own nervous system. The training provides everything the participants will need to start practicing.

When participants are able to self-regulate, to remain calm and approachable (instead of cold and unapproachable) in aggressive situations, they can then more easily prevent or manage aggression from others: they can let their interlocutors (the “aggressors”) discharge consciously and quickly, without prompting them to discharge further.

Based on their psychophysical resilience, participants will then be able to work with a practical toolbox to positively influence the “aggressors” and manage the situation.



Course length

1 or 2 days



Training designed for

- Anyone who wishes to develop their behavioral skills, resources and tools to prevent or deal with aggression in the workplace;
- Anyone confronted with difficult behaviors, situations of discontent and aggression, from the public, from internal or external people;

Training objectives

After the training, the participant will be able to:

- 01 Implementing strategies to manage emotions
- 02 Implement strategies to manage the other person's emotions
- 03 Limit the consequences of aggression

Training content

- Adapted to the reality of your organization and to concrete cases
- Work on limiting beliefs related to creativity and the emergence of new ideas
- Develop a solution-oriented attitude and “growth mindset”
- Take a step back, slow down, take time and space to think differently

Teaching approach

- Alternation of theory and practice through numerous individual and group exercises
- Training in direct relation with the daily reality of the participants, based on real-life situations (situations of aggression)
- Real-life situations thanks to the intervention of an actor
- This training provides each participant with a “toolbox” and “daily rituals”.



Employee growth and wellbeing

1. **Developing a positive attitude**
2. **Handling your emotions**
3. **Managing stress**
4. **Increasing your resilience**

Developing a positive attitude



Towards greater wellbeing in daily life.

Demonstrating a positive attitude can influence your relationship with yourself and with others. It energizes the team spirit and leads to better results. The good news is that acquiring a positive attitude is within everyone's reach and can be developed!



Course length

1 day of training and
2 hours of one-to-one guidance and
advice



Training designed for

Operational personnel, including team leaders
and managers.

Training objectives

- 01 Learn how take a step back
- 02 Develop a positive attitude towards yourself, your colleagues and your company.

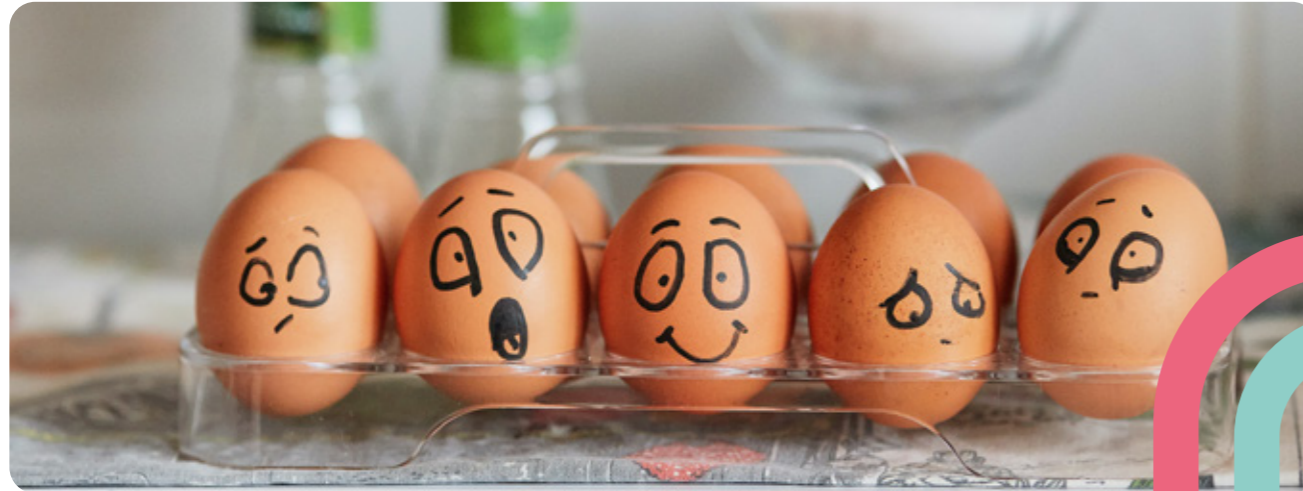
Teaching approach

- Interactive and fun method based on films, games and exercises.

Training content

- Drawing up an initial assessment.
- Defining the zone of influence.
- Acting in your zone of influence.
- Techniques to better accept constraints.
- Developing a positive image of yourself and others.
- Developing a positive attitude towards the outside world.
- Film: working on your beliefs.
- Color game: creating value around you!
- How can you align your behavior with your values?
- Implementing a personal action plan.

Handling your emotions



Improve your wellbeing and the quality of your interactions through proper management of your emotions.

Feeling happy, angry, sad, anxious, surprised, disgusted, joyful and so on, from time to time, is part of everyday normalcy. When our affective states (emotions, feelings, moods) escape our vigilance, reach others and cause damage, we all suffer the consequences. This training aims to develop our emotional wisdom so that it contributes to a caring and non-complacent environment. An inside track to results!



Course length

1 or 2 days



Training designed for

Anyone who wants to develop or strengthen their social and emotional intelligence.

Training objectives

- 01** Become aware of your emotions and name them.
- 02** Learn how to channel emotional energy.
- 03** Manage interactions with others using emotional intelligence tools.

Teaching approach

- Content sharing
- Role playing
- Individual and breakout group work
- Self-assessment questionnaire (optional)
- Videos

Training content

- Goleman's model: 4 elements and 12 skills.
- Universal emotions: triggers, roles, effects.
- Some social emotions: triggers, roles, effects.
- Automatic thoughts.
- Self-esteem - Self-confidence.
- Channeling one's anger - Dealing with the anger of others.
- Negative internal voice - Pygmalion effect - Halo effect.
- Techniques of not listening.
- Active listening - Empathy.
- Principles of influence.
- Action plan.

Managing stress



Improve your emotional control.

Through our training, explore the keys to avoid and manage stress on a daily basis. Understand the mechanisms and sources of stress and learn how to calmly deal with the situations that generate it. Lastly, tame your stress to make it an ally in your personal and professional development.



Course length

1 to 2 days



Training designed for

Anyone who wants to learn how to control stress.

Training objectives

- 01 Understand the mechanism of stress.
- 02 Understand what the sources of stress are and discover how to overcome them.
- 03 Develop your own stress management strategy and find remedies to deal with it.
- 04 Improve control of emotions in stressful situations.
- 05 Mobilize individual resources.
- 06 Learn relaxation and breathing techniques.

Teaching approach

- Debate–discussion.
- Sharing real-life situations.
- Breakout sessions on change.
- Quiz on preconceived ideas about stress.
- Assertiveness exercises as part of dealing with others.

Training content

- Stress: elements of a definition.
- Discovering the causes of stress in everyday life.
- A stressor at work: change.
- How can you manage stress in relation to change? How can you guide and advise your employees in times of change? How can you reduce the stress caused by change?
- Stress: how it works and its consequences.
- Individual management and stress management strategies.
- Managing relationships with others.

Increasing your resilience



Coping with adversity and adapting to change.

The ever-changing world that we live in today can create a mental overload for many of us. This can lead to physical and/or psychological health problems and at the same time individual and collective productivity can be hindered. By making employees aware of the mechanisms of coping with stress, everyone can take appropriate, stimulating and sustainable measures through resilience. This training shares the keys to resilience to better cope with change.



Course length

1 day



Training designed for

- Any who are interested.
- Operational personnel, including team leaders and managers.

Training objectives

- 01** Explain the concept of resilience, i.e., the ability to “move beyond” a painful experience and rebuild yourself.
- 02** Identify situations in which each of us has already applied resiliency skills.
- 03** Suggest concrete ways to develop our own resilience skills.

Teaching approach

- Mix of personal work, personal questionnaires and resilience cases from civil society and the business world.

Training content

- The PERMA tool of Prof. Martin Seligman.
- Coping and defense mechanisms in the face of stress.
- Welcoming what is going on inside us by putting our own emotions into words.
- Cultivating positive emotions.
- Identifying the character/life strengths within us that have gotten us through difficult situations.
- Peterson and Seligman’s 24 “character strengths”.
- Csíkszentmihályi’s notion of commitment through flow.
- Practicing benevolent communication.
- Developing your network of relationships: mapping.
- Action plan: the smallest steps possible.



Team building

1. Building trust
2. Team building using virtual reality
3. Team building through ToTeam

Building trust



Increase cooperation within your team.

To build a group, trust is the essential ingredient. Without it, a group of people cannot be called a “team”. Trust is something that can be built and sustained! So how do you build trust with your colleagues? What are the ingredients for harmonious relationships at work?

Training objectives

At the end of the training, participants will be able to develop confidence through the following actions:

- 01 Finding information by asking effective questions.
- 02 Communicating better and understanding each other.
- 03 Working together in a spirit of effective co-operation.

Teaching approach

- Training adapted to remote and/or multicultural teams.
- A team coaching approach.
- Concrete results to implement.
- A mix of reflective activities and collaborative games.
- Simulations and training help participants experience the phenomena related to team cohesion and facilitate the transposition to real situations.



Course length

1 day



Training designed for

Anyone who is interested.
Operational personnel, including team leaders and managers.

Training content

- The trust equation.
- Creating intimacy (even at a distance).
- Using clear and transparent language to be seen as trustworthy.
- Active listening, rephrasing, and empathy: necessary practices for good communication.
- Asking the right questions to communicate well: mirror questions, leading questions, etc.
- Respect and mutual aid: what does it take?
- The pitfalls of the ego.
- Behaviors that promote cooperation.
- Basic principles of assertiveness.
- Working on complex communication situations with all your colleagues.

TEAM BUILDING

Team building using virtual reality



Virtual Reality as a tool for team building.

The brain allows us to learn and understand in order to better adapt, and yet we limit its use. This team building training and workshop provides answers to the “why” of our reactions during interactions. Understanding these elements allows teams to adapt flexibly to new situations with a different sort of intelligence. In this training, participants will discover, with the help of neuroscience, how their brain works.



Course length
1 day



Training designed for
Anyone who is interested.

Training objectives

- 01** Develop team cohesion.
- 02** Assimilate collective and adaptive intelligence.
- 03** Increase knowledge of self and others through creative activities.
- 04** Identify the human complexities within the team and the resources that exist for its smooth running.
- 05** Learn to appreciate small victories and big successes together and to digest setbacks and failures.
- 06** Create a positive atmosphere and encourage the pleasure of being together to anchor interpersonal relationships and foster professional relationships.

Teaching approach

- The theory is applied in interactive escape room and virtual reality workshops for a unique experience.

Training content

- Introduction and presentation of activities.
- Escape room session.
- Debriefing after the escape room.
- Theory.
- Virtual reality session.
- Virtual reality debriefing.
- Final debriefing and conclusions.
- Celebratory drink.

[More information](#)

[Table of contents](#)

Team-building through ToTeam



Art for team-building

Are you wondering why you should organize A team-building? What original activity can be done in team-building? What are its advantages? The totem pole is a symbolic representation of belonging to a clan. It is made to strengthen the links of each person with his or her community. Our artistic activity of team-building and creativity consists in making a "ToTeam", as a symbolic representation of "me in my current position". This creative approach will breathe life into everyone's commitment.



Course length

½ to 1 day



Training designed for

Anyone who is interested

Training objectives

- 01 Develop cohesion and motivate the team.
- 02 Develop and revitalize team motivation.
- 03 Learn how to strengthen team spirit.
- 04 Develop a better understanding of yourself and others through a creative activity.
- 05 What is team building at work? Learn how to improve it and encourage mutual support? Our team-building activity is made for you!

Teaching approach

- Workshop run by an artist coach, acknowledged in the art world

Training content

- Presentation of the activity and the program.
- Negotiation: who goes where on the ToTeam pole?
- Individual creation in clay - personal awareness.
- Exploring the values that are essential for your team to function well.
- Time to share creations and assembly + celebration.
- Individual work in 2 areas:
 - What I bring to the team = my commitment.
 - What the team brings to me.



Digital Learning

A modern and efficient tool to engage commitment

The training landscape has changed. Explore our exciting, cutting-edge programs and keep pace with the digital era by making education an integral part of your company culture. Boost employee motivation with the mixed format (online and face-to-face) offered by Progress Consulting:

1



Delivering trainings that include theory videos to Progress e-Academy

Self-paced training on a learning platform delivering trainings that include theory, videos, quizzes, readings – 100% proprietary materials developed by Progress Consulting.

2



Live sessions online or face-to-face with a trainer / coach

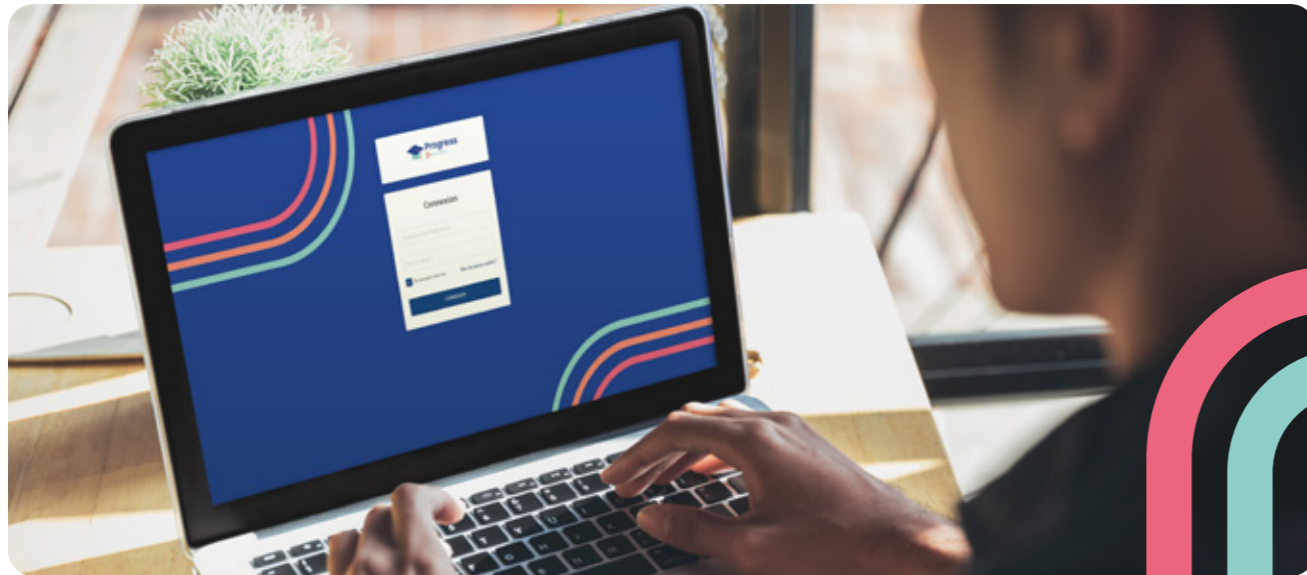
Live sessions with trainers or coaches that include role plays, case studies and concrete strategies. Draw the direct connection between training content and your real-world experience.

3



Access Progress Library

Broaden your knowledge by browsing the shelves of a virtual bookstore containing articles, videos, guides, and books chosen just for you by Progress Consulting trainers.



Choose a theme from the online catalog and start learning at your own pace from home!

If you like the look of our trainings and are interested in enrolling in distance learning, it's easy! Enjoy the many benefits of online learning through our Progress e-Academy.

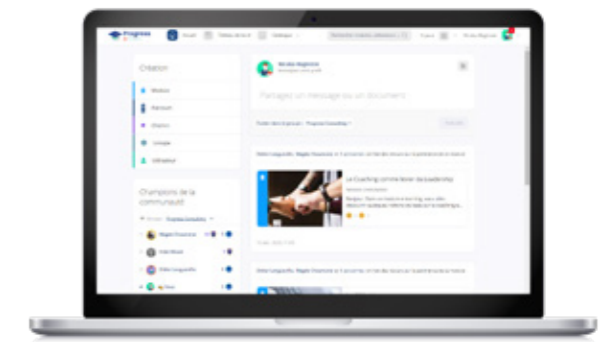
It's an LMS - Learning Management System - which is a platform for creating, publishing and managing online training. You'll find e-learning modules as well as blended learning training programs. The online content was 100% designed by Progress.

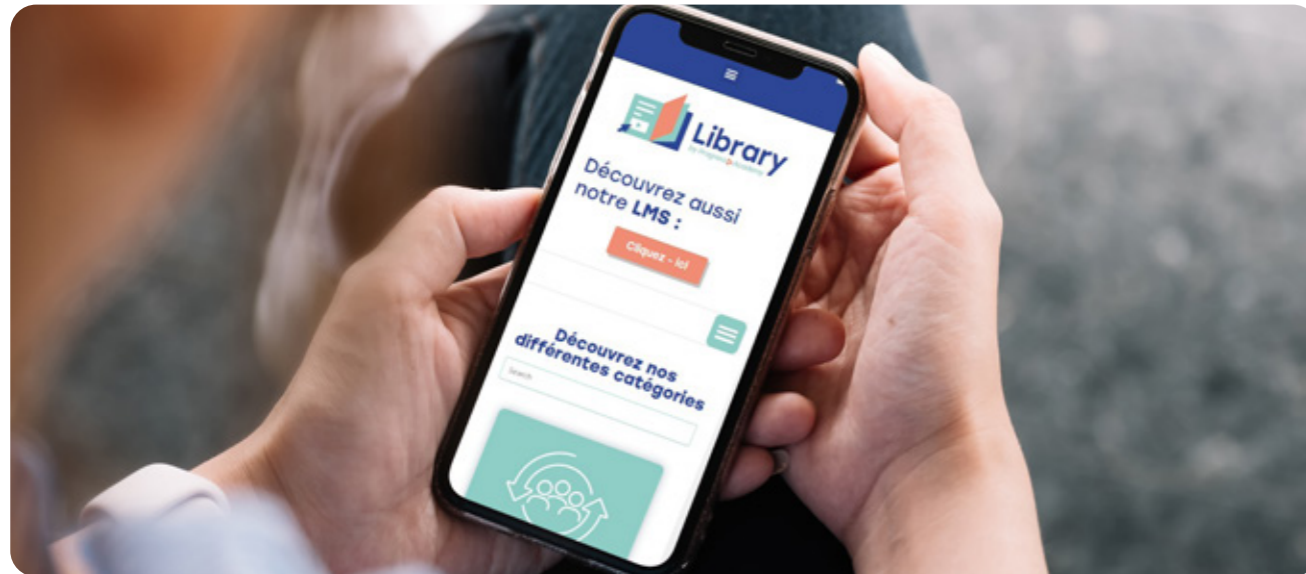
Benefits:

- 01 Access your trainings 24/7.
- 02 Save time
- 03 Have fun
- 04 Gamification
- 05 Stats
- 06 Quizzes
- 07 Exercises
- 08 Short informative videos
- 09 Summary factsheets
- 10 Personal questionnaires

Blended learning courses:

- Assertiveness and DESC
- Motivation and drive theory
- Positive feedback
- Persuading your managers
- The role of the manager
- MBTI® - Myers-Briggs Type Indicator®
- Leadership and communication
- Change Management
- The comfort zone
- Areas of influence
- The Colors model
- Avoiding productivity drains
- Priority management
- Time management
- The manager's toolkit
- The sales exec's toolkit


[More information](#)
[Table of contents](#)



Broaden your knowledge with instant access to tools and sources of inspiration!

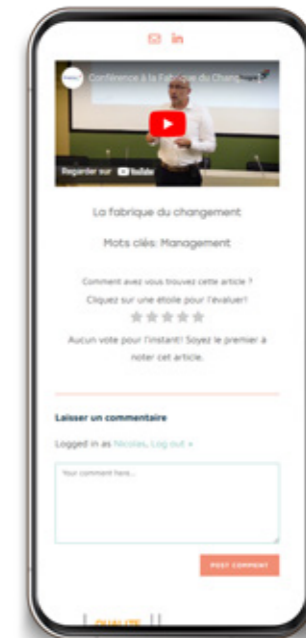
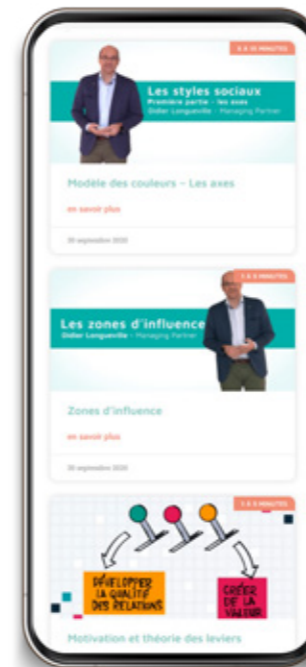
If you have taken a class with one of our trainers and want to delve deeper into a particular theme, you can request access to the online Progress Library. You'll find a variety of resources: articles, videos, guides, and books, all selected by our trainers and content experts. A wellspring of inspiration that will allow you to maintain your momentum beyond your training experience.

Cadre Benefits:

- 01 Organized by theme or popularity.
- 02 Intuitive browsing
- 03 Search by topic, trainer, or course length
- 04 User reviews and ratings

9 content categories

- Management
- Interpersonal
- Coaching
- Negotiation
- Smart Cultural Transformation
- Self Management
- Creativity
- Sales
- Fun



**Contact us to find the
right training for you!**

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