

Develop Your Leadership and Managerial Presence

Description

In a constantly evolving professional landscape, team leaders are expected to do more than manage tasks; they must create meaning, build trust, and unlock the potential of their teams. Leadership is shaped through daily interactions, through clarity in communication, active listening, and the ability to unite people around a shared vision.

A leadership approach aligned with today's challenges

This leadership training invites you to step back and reflect on your managerial posture, define your personal style, and develop a form of leadership that is authentic to you. You will explore practical methods designed to strengthen your impact, increase team engagement, and support change with agility and empathy.

By the end of this modular and flexible training journey, you will have a clear framework and practical tools to embody an authentic, inspiring, and purpose-driven style of management.

Course Content

Module 1: Developing Managerial Leadership (2 days)

- Position yourself as a manager: understanding the systemic environment, different management levels, and levels of autonomy and delegation
- Job creation or internal promotion: challenges of managerial transitions
- Fundamentals of conscious leadership: reassessing your preferences to evolve your posture and competencies
- Analyze your leadership styles and adapt them based on situations and individuals (situational leadership)
- Activate motivation and communication levers, including feedback, within your team
- Develop a culture of effective feedback and communication
- Build anticipation skills and implement management tools and dashboards tailored to your context
- Communicate top-down and bottom-up effectively to give meaning to work
- Strengthen team autonomy by structuring task and responsibility delegation
- Foster a learning organization by leveraging team resources
- Conduct recruitment and annual review interviews: methods and tools
- Manage internal relationships and create conditions for effective and sustainable cooperation
- Handle difficult situations, anticipate and resolve team tensions: from corrective interviews to mediation skills
- Define an individual action plan in the short and medium term

Module 2: Rethinking Management Practices in a Hybrid Work Environment (1 day)

- Adapt your leadership to mobilize, monitor, and support teams in flexible and distributed work settings
- Understand the challenges of hybrid management: key concepts, myths, and realities
- Maintain team cohesion and engagement remotely
- Structure communication rituals in a hybrid model
- Track performance and set a clear framework without micromanaging
- Develop trust, accountability, and autonomy among team members
- Prevent isolation and detect early warning signs

- Adopt a coaching posture and active listening in new work environments

Module 3: Intergenerational Management, Diversity, and Inclusion (1 day)

- Adopt an inclusive managerial posture that encourages engagement across all generations and diverse profiles
- Manage in an increasingly diverse environment (cultures, ages, backgrounds)
- Recognize unconscious biases and act accordingly in key managerial moments (recruitment, evaluation, etc.)
- Create a climate of trust that fosters participation by all team members
- Rethink decision-making using a participative approach and leverage intergenerational strengths
- Promote inclusion in rituals, communication, team interactions, and overall organizational dynamics

Lab / Exercises

- This course includes hands-on exercises designed to reinforce your knowledge and apply your skills in real-world professional scenarios.

Documentation

- Digital course materials included

Participant profiles

- Managers seeking to strengthen their leadership
- Team leaders taking on a new role or advancing in their position
- Service or project managers
- Mid-level executives involved in organizational transformation
- Future managers looking to develop their managerial posture

Prerequisites

- Be in or preparing for a management role
- Have experience working in a team
- Understand the basic principles of professional communication

Objectives

- Revisit your role as a manager and identify the key drivers of your managerial posture.
- Explore your leadership styles according to different situations and resources.
- Develop your ability to mobilize, inspire, and unite your team members.
- Adapt your communication and posture to various situations and stakeholders.
- Promote autonomy and accountability within your teams.
- Support change with clarity, agility, and empathy.
- Define an individual action plan.

Description

Develop Your Managerial Presence and Leadership Training

Niveau

Intermédiaire

Classroom Registration Price (CHF)

2800

Virtual Classroom Registration Price (CHF)

2800

Duration (in Days)

4

Reference

TEAM-DPML