

Content

<i>Seminar objectives</i>	<i>2</i>
<i>Programme</i>	<i>3 à 5</i>
<i>Organisation</i>	<i>6</i>
<i>Consultant</i>	<i>7</i>
<i>Legal details</i>	<i>8</i>
<i>References</i>	<i>8</i>

Team cohesion

2 or 3-day seminar

The seminar objectives

To develop team cohesion within one's team:

- To gather and to create a synergy around projects
- To create the conditions for sharing ideas
- To develop ownership and openness

The seminar programme (1)

1. Re visit one's team cohesion experience

- Within one's own company and through one's different past experiences as a manager
- Analysis : the indicators of a good team cohesion, the managerial skills necessary to develop a high quality team cohesion. The stakes of the team cohesion.

2. The poles at stake in team cohesion

- The project to achieve (for the company, for the department or the unit's objectives)
- The manager's interactions with:
 - ✓ His/her team
 - ✓ The other actors: hierarchy, HRD, colleagues from other departments, etc.
- The relationship within the team

The seminar programme (2)

3. Reference points to rally one's team

- To identify the needs and to choose a strategy
- The way of communicating which creates a synergy

4. To develop high quality interactions

- To distance oneself and to develop one's interactional potential: to know one's interactional profile in terms of Inclusion, Control and Openness (ICO). To move in order to create a better synergy.
- To structure one's team cohesion interventions while taking into account the collaborator's and environment's ICO needs.

The seminar programme (3)

5. Process to integrate in team cohesion: to help change and to create trust

- **Collaborators faced with change:** the change curve, how to get through the change obstacles.
- **The trust levers:** one can't impose trust. How to create it?

6. Coaching workshop: inventory of the team cohesion activities to implement. Help for the next step, that can be, depending on each participant's situation:

- To build a team cohesion strategy
- To initiate the first team cohesion steps within one's system
 - ✓ Communication with one's manager, one's colleagues, HRD, etc.
 - ✓ Communication with one's team, choice of methods.

Seminar organisation

This training is organised within a company.

It will be adapted to your environment and to your specific context.

As presented in this document it lasts 2 or 3 days and can be organised in several modules.

Depending on your needs a bespoke follow-up can be provided.

The consultant coach

Danièle Eozenou, Eric Siegrist or one of their colleagues.

Each of them have been working to help change in various professional settings and in different contexts for the last 10 to 20 years.

Pedagogical skills: theoretical presentations enriched by a very interactive pedagogy which combines coaching in pairs, codevelopment, thought workshop, case studies, etc.

Recent references

AP/HP

AXA-IM

Bouygues Telecom

Crédit Agricole SA

Groupe Casino

Mutuelle Nationale
Territoriale

Société Générale

Soparind Bongrain

etc.

Legal details/information

APE : 741 G Siret : 479 508 764 00012

RC : 479 508 764 Nanterre

VAT : FR 08479508764

Training institution # 1192 10031 92

To call us:

Danièle Eozenou 00 33 6 76 27 68 93

Eric Siegrist 00 33 6 16 09 59 28