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Cooperation, synergies, transverse management

Two day seminar

Seminar objectives

**To develop the mind set and the behaviours to look for,
to welcome and to share best practices**

- To create the conditions for sharing ideas between different teams
- To open oneself to other people's ideas
- To develop and to strengthen the mind of cooperation within and between the teams

Seminar programme

1. To observe the synergy and cooperation mechanisms

- Within one's own company
- Through one's manager's path

2. To measure the cooperation through a collective activity: the synergo-meter

Collective debrief and self assessment: collaborations, competitions, collective and individual tendency at each phase of the synergo-meter

Seminar programme (2)

3. To identify the managerial competences necessary to cooperate

On the basis of a managerial competences system of reference, to figure out the individual and collective profiles in terms of collaboration or spontaneous competition.

4. Cooperation, synergies and transverse management

- How to facilitate the cooperation : to clarify everybody's roles and responsibilities, to develop the interactions, the ownership of feeling and the culture of solidarity
- 5 key levers: to create a partnership, to know the stakes, to manage the perceived balance of the relationship, to identify the bargaining power, to create trust.

Seminar programme (3)

5. Reminder about the change process

- The change curve
- The recommendations to remove the obstacles to change.

6. Coaching workshop: each participant makes an inventory of the cooperation and synergies that would be useful in his/her professional system.

- Depending to each participant's context: to invent the first/next steps of transverse management in one's professional system:
 - ✓ For oneself toward one's colleagues and one's company
 - ✓ For one's team

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 days.

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.

Pedagogy skills: theoretical presentations enriched by a very interactive pedagogy which combines coaching in pairs, co-development, 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

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 +33 6 76 27 68 93

Eric Siegrist +33 6 16 09 59 28