

Aligning my team on results

Duration: 0,5 day

Audience: Gestionnaire

Who is this training for?

- Managers at all levels Team leaders responsible for collective performance
- Managers wishing to strengthen accountability and accountability
- Leaders called upon to mobilize their teams in a context of change or growth

Training objectives

At the end of the training, participants will be able to :

- Communicate a clear and mobilizing results-oriented vision
- Clarify expectations, roles and responsibilities within their team
- Strengthen individual and collective accountability
- Implement effective monitoring routines that promote performance
- Mobilize their team around measurable and meaningful objectives

Summary

In an organizational environment where priorities are multiplying, where teams are often hybrid and under pressure, and where performance can no longer be separated from commitment, alignment with results becomes a real leadership challenge. Managers are no longer expected to focus solely on the what, but above all on the how: how to create meaning, mobilize sustainably and strengthen accountability without harming trust. The 3.5-hour training provides a dynamic and experiential experience for managers to reflect on how they communicate expectations, track results, and empower their team. Through distinctive team activity, concrete tools and structured exchanges, participants develop their ability to establish a culture of clarity, rigor and shared responsibility in the service of collective performance. As John P. Kotter, professor emeritus at Harvard, reminds us, "Leadership is not about pushing people to work harder, but about aligning them around a goal that makes sense." This training equips leaders to move from control-based results management to an approach that promotes autonomy, commitment and sustainable results.

Course outline

The foundations of alignment with results

- Rigour, empowerment and accountability
- The ACE method for structuring results management
- The dashboard as a steering and mobilization tool
- Management routines promoting clarity and consistency
- An experiential team activity to anchor learning
- Clarification of management commitments to be put into action

Approach and methodology

This training is based on an experiential and participatory approach, focused on the current realities of results management. Participants are encouraged to reflect on their practices, to exchange with peers and to experiment with concrete tools that promote clarity, accountability and accountability. Through individual activities, sub-group discussions and plenary discussions, managers explore real-life situations experienced in their team and strengthen their ability to mobilize around clear and

meaningful objectives. The training concludes with the definition of a concrete commitment to support the transfer of learning and the sustainable alignment of the team with results.

Recommendations

- Actively participate in activities and discussions
- Be ready to share real situations experienced in management
- Identify a concrete issue to bring as an anchor