

Building a committed team

Duration: 0,5 day

Audience: Gestionnaire

Who is this training for?

Managers at all levels

Training objectives

- Understand the foundations of motivation and identify the elements that impact my team members.
- Mobilize my team by sharing a common vision.
- To act on the commitment of my team by giving impactful recognition.

Summary

This module equips leaders with practical tools that will allow them to better understand and act on the motivation, mobilization and commitment of their teams. Thanks to the various experiential activities and the reflections that will result, you will be able to take concrete action to create a motivating work environment based on communication, empowerment, sharing of a common sense and recognition.

Course outline

- Theories related to motivation and their application : Gallup's twelve key elements (Q12) and D. Pink's model (Autonomy, mastery and purpose)
- Moving from individual motivation to team mobilization
- The three pillars of mobilization and the portrait of a mobilized team
- Mobilizing communication
- The 4 forms of recognition and the stages of impactful recognition

Approach and methodology

Our training strategy is based on 3 pillars:

1. Learning about yourself and the content

2. Learning together

The course of the modules is highly interactive, which allows to :

- Increase the level of engagement of the participants
- Share and learn from the experience of other participants
- Use concrete examples that are easily transferable in the workplace

3. Learn in action

At the end of the module, you will make a commitment to yourself, your team, your manager. This is a mission to put into action in your daily life and will contribute to the optimal transfer of learning.

Recommendations

- Be able to understand the needs of the teams
- Be able to take concrete action on mobilization
- Be able to create an environment that is meaningful and recognized