



We mainly develop intra company training programs but some of our courses may be delivered in an inter companies context.

The duration of these courses are not specified because they can range from a few hours (coaching) to few days or weeks when we build training programs aiming at providing new range of competencies.

Our "a la carte" approach allows us to adapt to the needs of our customers. Themes and even headlines listed below must be understood as possible areas of work and have to be thought through depending upon the actual human and organizational issues.

We are supporting private companies, public/quasi-public organisation, associations, administrations, ... They have some common mechanisms but also some specific characteristics that must be articulated to respond efficiently to the variety of situations.

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Manage M & Go

A team of leaders (Ref. 001/ 12)

In a context of constant changes, cohesion and effectiveness of Management teams are a strategic objective. Team leaders must be able to quickly mobilize all the teams on the evolution of the organization, while keeping the image of the company.

Enhance the effectiveness of team leaders through individual and group coaching:

- o coaching leaders
- o Strengthen cohesion through team building activities
- o Supporting the implementation of a new strategy
- o Supporting the management of major changes

Develop leadership through training:

- o Increasing personal impact
- o Optimizing internal and external communication
- o Managing management team
- o Driving changes

Accompany the implementation of objectives:

- o Diagnose coherence between HR policies and management practices
- o Assist in ensuring consistency

Enhance management line proficiency (Ref.004/11)

The management must be aligned with business strategy, develop the performance of the entity, ensure a good social climate , have an integrated management culture . Our interventions at national and international level, issues include the professionalization of managers.

Assess managerial skills :

- o Establish 360 feed back
- o Organize assessments

Professionalize the different levels of managers:

- o Successfully taking office
- o Acquire the fundamentals of coaching
- o Supporting change
- o Manager of teams with no hierarchical link
- o Manager of mixed teams (intercultural , intergenerational fusion)

Accompany the individual and / or collective level :

- o Coaching
- o Develop synergies teams with team building activities
- o Operational support (action learning , feedback problem solving ...)
- o Deploy a culture and / or common values from a vision / Mission

A successful change project (Ref. 008 /13)

Managing change is now an integral part of the manager's mission. For a successful change, the organization must act on five levers :

1. The need for strong leadership across the management
2. The alignment between speech's, attitudes and behaviour of all managers : "walk the talk"
3. Consideration of the emotional dimension of employees. Increasing emotional intelligence.
4. The speed of implementation of the change when it is announced
5. Monitoring of change with performance indicators

Our interventions at national and international level, taking into account all these dimensions:

- o Impact assessment of the project
 - o Diagnosis of strategic alignment
 - o Communication Plan
 - o Variation of value system
 - o Cohesion of management teams
 - o Training of all line management to change management
 - o The adaptive management

Managing teams: skills and mobilization (Ref. 006/ 12)

Develop tools to enable better management skills within organizations with a specific focus on processes of mobilizing them.

Developing tools that support process management skills (GPEC) or GTEC (territorial)

- o Development of a mapping of business , jobs and skills
- o Description requested skills and job descriptions,...
- o Develop tools for increasing mobility (career paths , walkways, maintenance of mobility and orientation)
- o Identification of sensitive and strategic public employment
- o Awareness of all stakeholders in the process (managers, IRP ...)

Developing tools for assessing employees

- o Train managers to conduct annual appraisal
- o Prepare employees for their annual appraisal
- o Identify and retain talent s, potential and high potentials (grids, tools ...)

Professionalising recruitment

- o Training HR professionals and managers in the job interview
- o Integrate non-discrimination in hiring practices
- o Develop grids jurisdiction and establish an assessment center

Establishing an effective integration policy

- o Supporting the design of employment policies
- o Establishing a diversity policy

Managing the social climate and master the PSR (Ref. 009/ 12)

In a difficult economic and social context, it is essential to prevent risks (legal and psychosocial) working on the social climate , the quality ultimately determines the efficiency of the organization.

o Make an audit of the climate , social policy and social management system

o Advise on :

- a labor and trade union strategy adapted to the context of business
- optimization of the relationship between management and PIR
- The definition of the role of management in terms of social relationship
- Support policy on disability, diversity, gender equality
- Support policy on prevention of psychosocial risks

o raise awareness and support management teams and HR on :

- The labor strategy
- Civil and criminal liability

o Train the different actors of the HR function in labor relations :

• Understand the roles and missions of the various bodies and understand the issues

• Facilitate the various bodies (legal framework, leeway , postures, ...)

o Train managers, whose contribution to the social climate and the prevention of psychosocial risks is essential to:

- Labour law
- Knowledge of unions
- The prevention of harassment and psychosocial risks in general
- The disability awareness , diversity and gender equality

Mastering the relational dimension in projects (Ref. 023/ 11)

Lead a project team, mobilize actors operate in transverse mode, except hierarchy manager , manage complexity, provide leadership ...

Manage a project team:

- Diagnosis of acquired skills
- Training Seminars / share commitment to a continuous improvement process
- Support operational coaching

Improve relations between actor's projects

- Diagnosis of project organization and recommendation
- Definition of professionalization of project's actors
- Training seminars for project teams, project stakeholders, team building, events ...

Support organizational change (Ref. 004 /13)

Clarifying and understanding roles and responsibilities, establishing common benchmarks, making available to project stakeholders in a project box tools, sharing a common project culture.

Build a shared project process:

- Diagnosis of the organization and the project process,
- Establishment and optimization of the new model,
- Assistance in change management, deployment of the new model, training actors projects

Successful international projects (Ref.017/11)

- Creating a common culture for remote teams, broken moving in the same direction with the same goals and the same understanding of the challenges.
- Making sure that each project stakeholder in the organizations, even spread around the world, has its place and that the different contributions are coordinated.
- Deploying identical approaches so that local teams are working along the same line, everywhere in the world and the synthesis and aggregation are easily and timely produced.
- Managing and mobilizing remote teams to maintain the enthusiasm and the motivation throughout the project.

Transversal skills to mobilize its role in the organization (Ref. 013/12)

Each employee is daily use of transverse skills to enhance overall business performance through individual effectiveness, relational and communication through the use of relevant tools operational immediately. Thus, it can optimize business skills through cross-curricular competencies and develop a portfolio of transferable skills in various environments.

Learn to:

- Manage personal equilibrium (emotion, stress ...)
- Develop self-confidence
- Creating effective and cooperative relations
- Develop your personal leadership

Communication and relationship

- Strengthen its impact on oral communication, be comfortable in writing, go to the essentials
- assert his personal style of communicating, argue and convince
- Establish effective communication with others, lead meetings, conduct interviews

personal Organization

- Manage time
- Manage Information
- Develop your network

Understanding of their environment

- Addressing change
- Developing
- Mastering analytical tools