



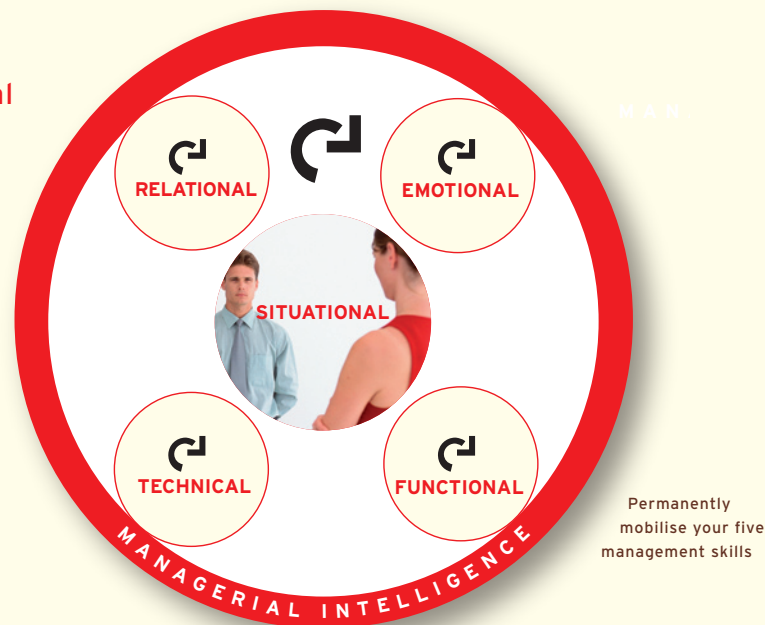
# Managerial intelligence - Level 1



It is a challenge for managers to continuously maintain high standards of economic and team performance in today's complex business context. The traditional focus on managing stability within a team is no longer the magic key to success. Managers need to be agile, flexible and quick to adapt in order to help their teams drive change and make the right decisions in an ever-changing environment. This programme aims to help participants develop and leverage managerial know-how.

## Global concept

The wheel of managerial intelligence



## Global performance

- **Focus** on the value you can add within a team
- **Develop** your flexibility
- **Focus** individual and collective action
- **Successfully** solve management problems
- **Develop** effective relationships with your team and your colleagues
- **Maintain** control in difficult situations

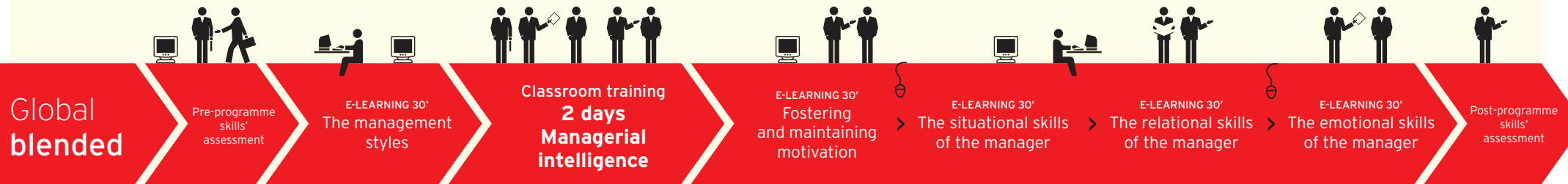
## Who will benefit from this programme?

- **Middle managers** taking up new roles or first-time managers
- **Middle managers** with several years' experience

### GLOBAL REFERENCES

The systemic theory of the Palo Alto group  
 "La sociologie des organisations" by Mintzberg (USA),  
 Crozier, Sainsaulieu, d'Iribarne (France)  
 Publications and research by Cegos experts, among which  
 "Manager son équipe au quotidien" (Éditions d'Organisation),  
 "Réussir dans ses nouvelles responsabilités" (ESF Éditeur),  
 "Du bon usage des émotions au travail" (ESF Éditeur),  
 "La systémique avec les mots de tous les jours" (ESF Éditeur)

# Managerial intelligence - Level 1



## Your classroom programme

### Developing managerial intelligence

The Cegos model of managerial intelligence

### Mastering management techniques

Developing effective behaviours  
Focusing individual and collective action  
Mobilising individual and collective energy

### Developing your situational skills

Understanding the system  
Putting the system into context  
Different ways of assessing a situation  
Identifying your limitations and using the right tools

### Developing your relationship-building skills

Implementing a communication process with your team  
Preparing for and leading a team meeting  
Managing sensitive situations  
Managing your relationship with your manager

### Developing your emotional skills

Managing your emotions  
Understanding and managing stress  
Managing your stress

## Your 5 modules

	The management styles
	Fostering and maintaining motivation
	The situational skills of the manager
	The relational skills of the manager
	The emotional skills of the manager

## Global plus

The content of classroom training complements that of the e-learning modules and are in line with the following model:

- The different management skills are simultaneously mobilised to optimise the situational intelligence of managers
- Four of the five skills are based around operational skills
- Operational skills are dealt with in Managerial intelligence - Levels 1 and 2 and offer clear progression according to your needs and experience as a manager

## For you, the participant

- Become more competent in your role through the use of proven tools and processes
- Increase your flexibility by adopting the appropriate behaviour for every situation
- Act more effectively by efficiently analysing risks and problems
- Build good working relationships
- Optimise your performance and accelerate your development

## For your company

- Ensure coherent, consistent management that can continue adapting to external changes
- Ensure expectations are realistic and achieved
- Build a management team with shared competencies
- Encourage greater involvement and motivation in your people
- Contribute to strategic alignment

## GLOBAL DEPLOYMENT

### For further information about:

- **Creating a users' group**
- **Customising this programme for your organisation**
- **Deploying this programme internationally**

Please contact our advisors on +33 (0)1 55 00 90 90

