



Example of development program to be adjusted according to your needs

Leveraging Project Managers towards Soft & Business Leaders



Context & Stakes

Context

- More than 100 countries and than 1000 project managers
- Project managers are already well trained regarding « hard » project management skills
- To develop further, there is the need to develop soft part of project management skills.

Stakes

- The customer strategy is to leverage project managers to leadership and business capabilities

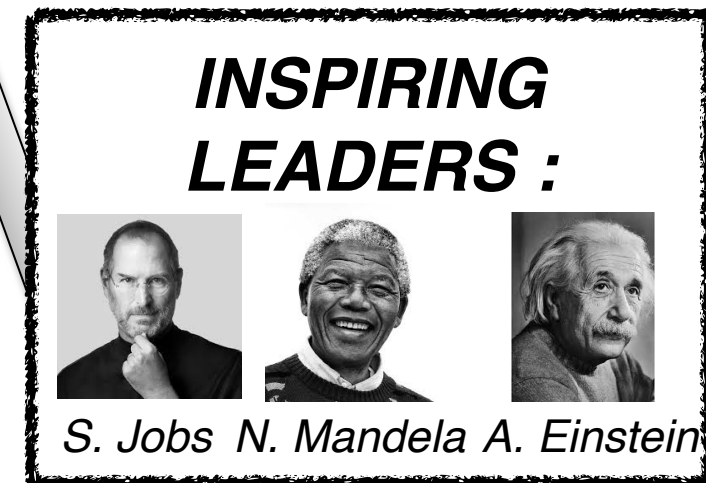
An integrated Soft & Business skills approach is privileged:

- Develop Soft skills of project managers : development path, framework, tool kit, kind of “internal certification”
- Develop Business mindset: entrepreneurship spirit, project manager are at the source of business opportunities

Objectives @ Requirements



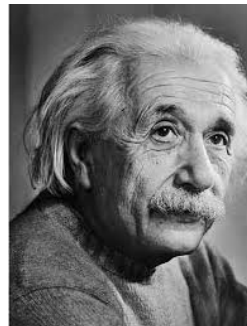
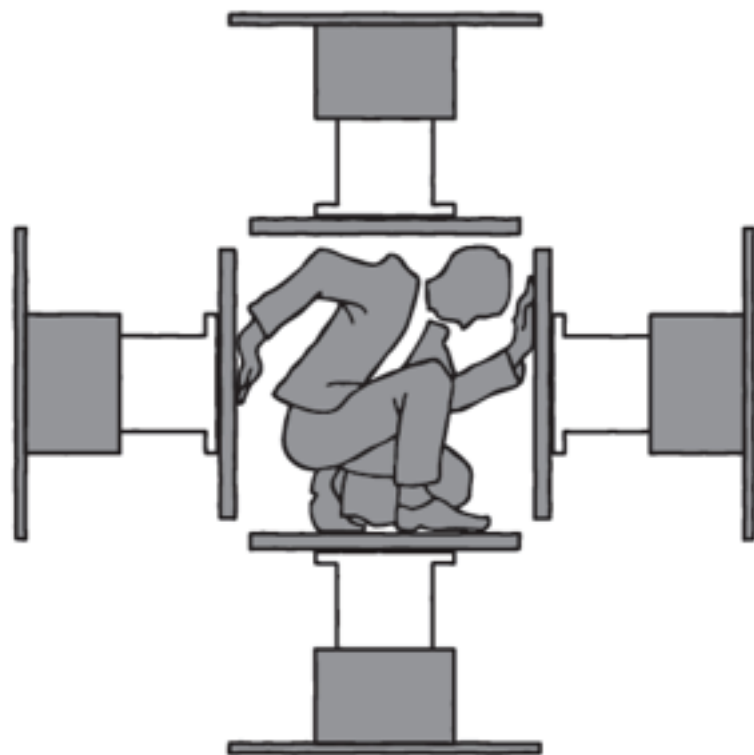
Benefit from the best references



USE THE 3 EXCELLENCE STEPS:
Inspiring Transforming Exploiting

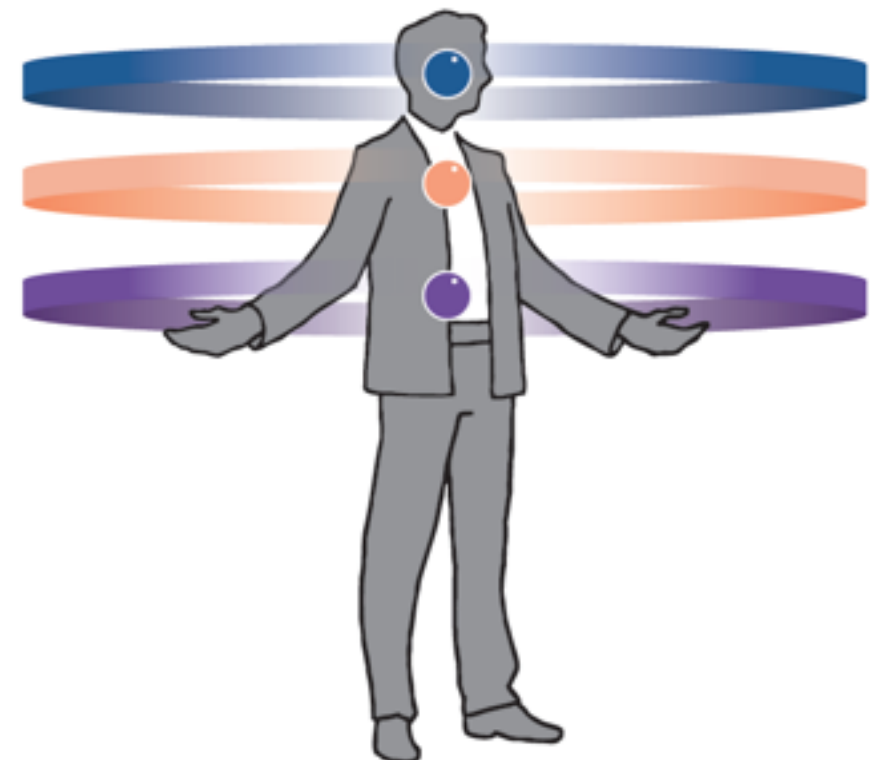
Moving from project manager to project leader

PRESSURE MANAGEMENT



« *Insanity : doing the same thing over and over and expecting different results* »
Einstein

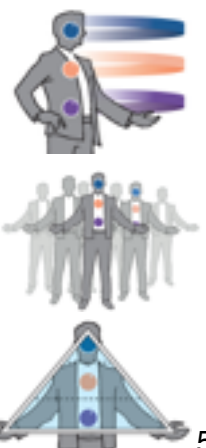
RESOURCES MANAGEMENT



- Individual **limited growth** & innovation
- Short term but **non sustainable** results
- **Constrained teamwork** without trust

3 EXCELLENCE LEADERSHIP STEPS

1. **Inspiring** In-Out Uniqueness
2. **Transforming** Operational Team
3. **Exploiting** Business Opportunities



Three excellence steps

1- Inspiring

Expand your Individual unique
Inside to Outside Leadership from your Values

Fulfill your Values



Resonate from Values



Master your Emotions



Impact Communication



Link Strategy & Vision



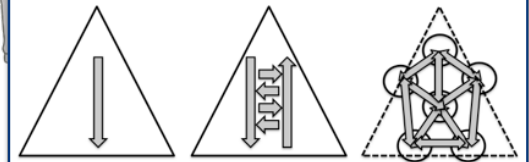
Get Structure & Relations



Drive Evolution & Actions



Do Viral Transformations



3- Exploiting

Leverage your Products and Services
to an ever higher World Contribution

Reach higher Contribution



Be inspired and Inspire



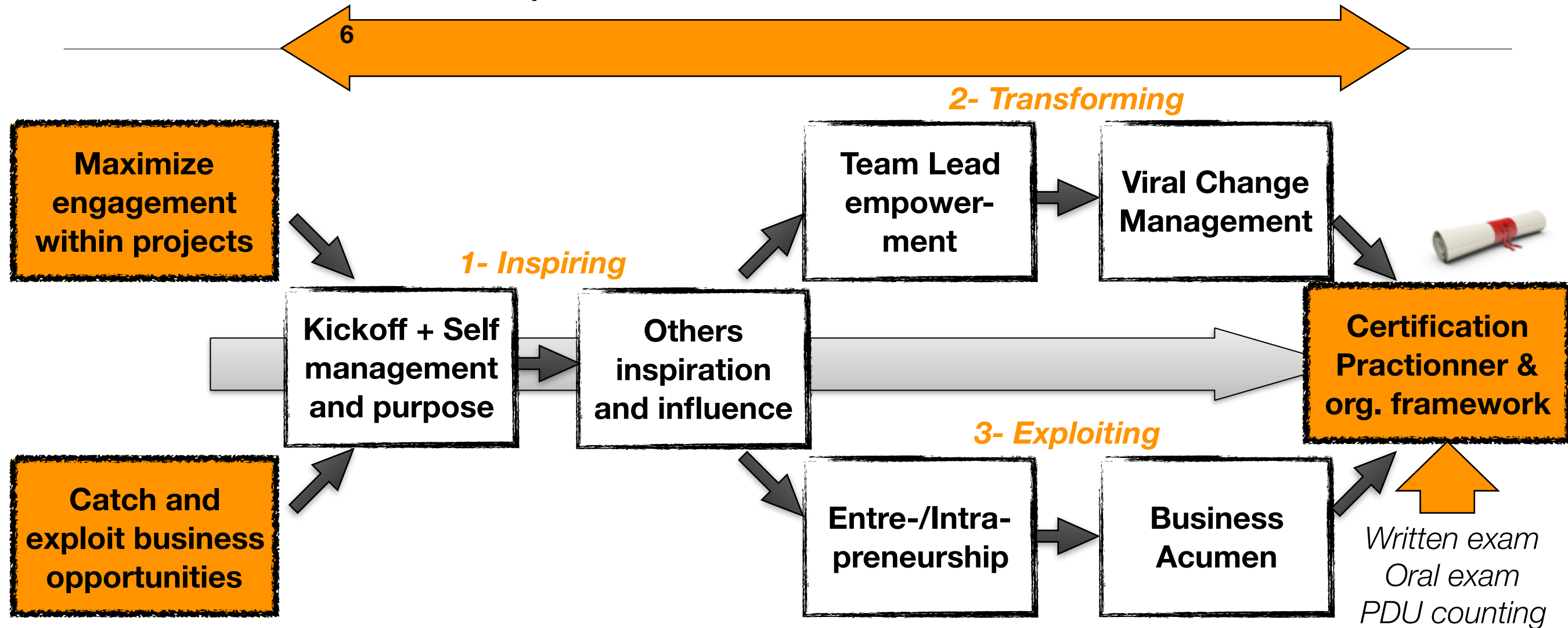
Empower Engagement



Innovate next maturity



Overview development framework



PACK 1- Full Attendance:

Workshops (10 days)	2 days	2 days	2 days	2 days	1 day	1 day
Coaching (8 hrs)	2x 1hr	2x 1hr	1hr	1hr	1hr	1hr
Homework (10 hrs)	2hr	2hr	2hr	2hr	2hr	2hr

1/2 day

50 hours

PACK 2- Online Attendance:

Workshops (2 days)	2 days	90' video	90' video	90' video	90' video	90' video
Coaching (8 hrs)	2x 1hr skype	2x 1hr skype	1hr skype	1hr skype	1hr skype	1hr skype
Homework (10 hrs)	2hr	2hr	2hr	2hr	2hr	2hr

1/2 day

75 hours

Unique Purpose-Oriented Approach

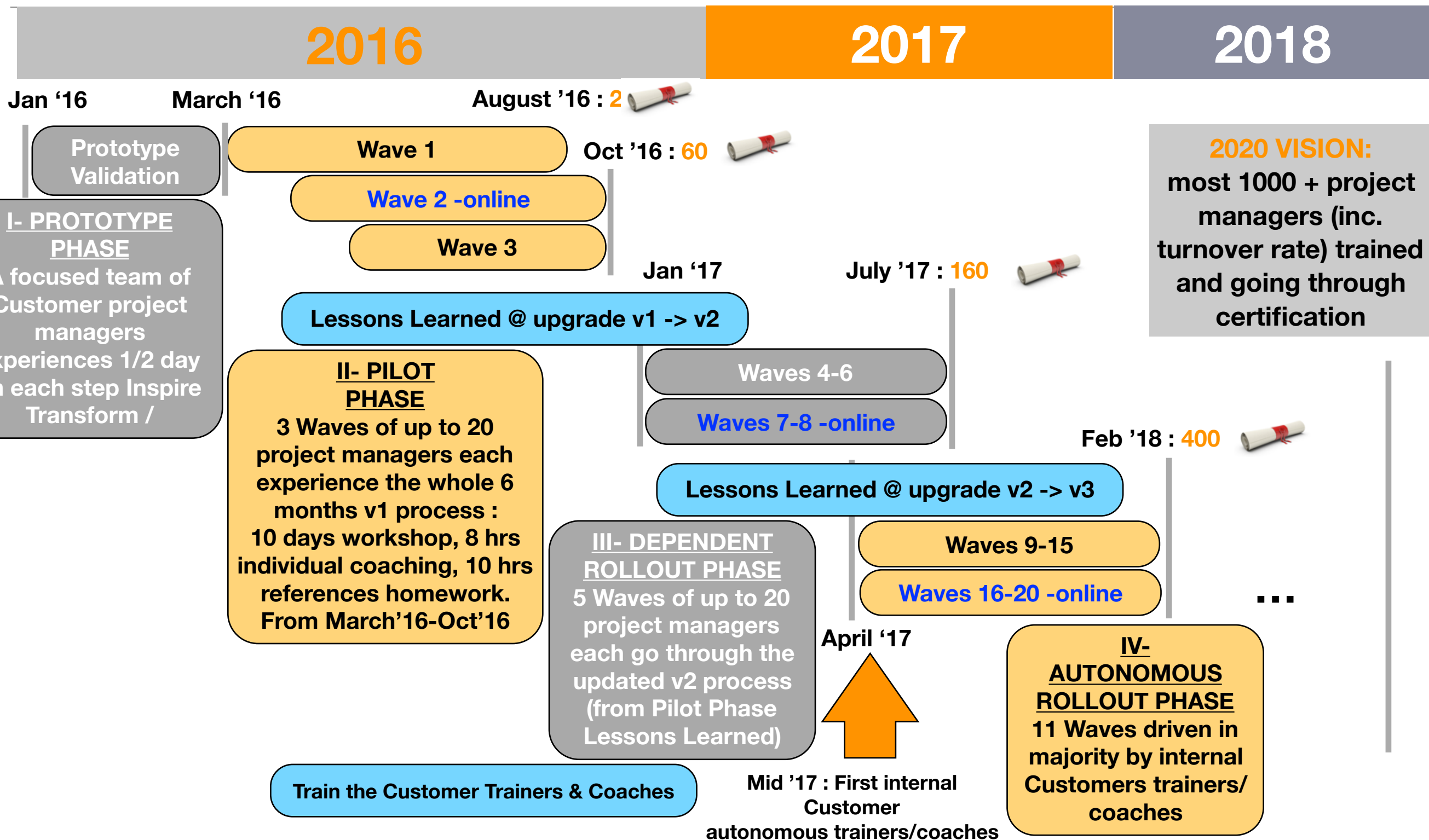
Autonomy

- A certified Soft & Business skills project manager is eager to :
 - Be inspired and inspire others despite circumstances
 - Drive a project team towards a collective adventure
 - Leverage new higher contribution business
- Customer internal trainers/coaches will be trained in the 3 steps :
 - Follow Cursus 1 & get certified
 - Attend +1 and Train +1 cursus
 - Train Trainer & Coach Coach

Product Oriented

- Day Workshops are summarized in 90' insight [online](#) video
- Toolbox and references are constantly updated (each wave)
- Homework is based on excellence strategy :
 - Seek best up to date resources in all fields
 - Sense and focus on coherence and value added
 - Share within community for individual and pairs work

Roll-out Cursus Strategy in 4 phases



Detailed development framework: Inspiring

	Kickoff + Self management and purpose	Others inspiration
Objectives	Create Momentum+Know Yourself, Be Yourself	Self management and purpose
Concepts	<ul style="list-style-type: none"> • Customer Executive kickoff speech (on purpose) • Organizational evolutions and PM role/skills • PM self-diagnosis and objectives • Project takeaways • 3 Centers Leadership (values, inspiration) • Emotional Intelligence (self aware and mgt) • Neurosciences theories and cases 	<ul style="list-style-type: none"> • 3 Centers Leadership (public speaking, com.) • Emotional intelligence (building team) • Social sciences (influencing, networking) • Conflict management • Flexible management styles (coach, promote, train, assess, consult) • Personality types basics in communication (MBTI, Process Com)
Toolbox	<ul style="list-style-type: none"> • PM skills grid • PM objectives future • PM diagnosis current • Values determination process • Values prioritization and experiencing • Emotional mastery process • Best behavioral practices @ leading rituals 	<ul style="list-style-type: none"> • Values in public speaking (resonating) • Com. Values (active listening, art of feedback) • Consulting attitude and process • Coaching attitude and process • Emotional mastery process others guidance • Personality types communication grids • Personality types stress management grids

Detailed development framework: Transforming

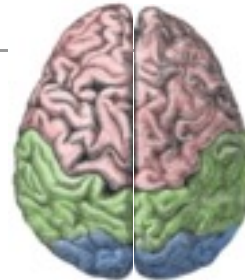
	Team Lead Empowerment	Viral Change Management
Objectives	Transform your project into an adventure	Generate a contagious approach
Concepts	<ul style="list-style-type: none"> • 3 Centers Leadership (team values building, resonance activation principles) • Emotional Intelligence (building team) • Team cohesion (values, vision, strengths, organization and action) • Team charta: rules and behaviors • Team building systemic rules (crystallisation, homeostasis) 	<ul style="list-style-type: none"> • 3 Centers Leadership (balancing, re-integrating, expanding vision and focus) • Change Mgt foundations (com, training) • Change Mgt Advanced (Change Acceleration Process toolbox) • Change Mgt Mastery (sociodynamism, influencing) • Lateral project management strategy
Toolbox	<ul style="list-style-type: none"> • Team cohesion process • Team charta process • Team building processes (physical practice, emotional, focus group) • Team conflict and emotional management • Team build attitude and style (inclusion, asking questions, conclusion) 	<ul style="list-style-type: none"> • Change Acceleration Process Toolbox key tools (GRPI, Stakeholders Technical-Political-Cultural influence, ...) • Change Acceleration Cultural diagnosis and focused action plan • Sociodynamism process • Lateral project management process

Detailed development framework: Exploiting

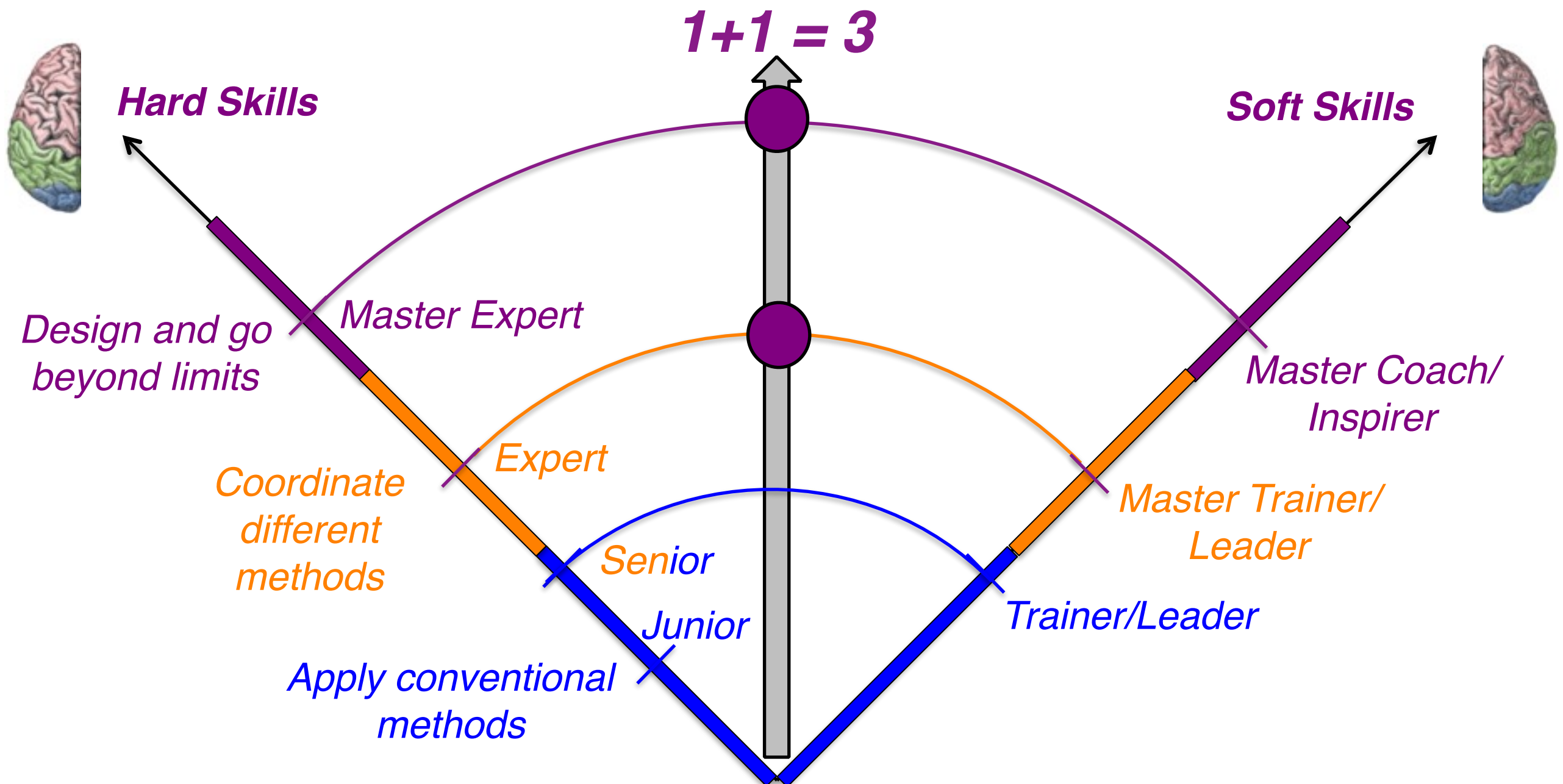
	Entre / Intra-preneurship	Business Acumen
Objectives	Develop a complete business behavior	Contribute to optimal @ relevant strategic plan
Concepts	<ul style="list-style-type: none"> • The six entrepreneur skills: Vision & Strategy, Organization & Relations, Evolution & Actions • The Lean Startup Model: integrating Build ->Measure->Learn in your project • Integrating innovation and creativity principles • Integrating flexibility of both sides of strategic planing and recurrent iterations 	<ul style="list-style-type: none"> • Strategy principles (external market analysis and position, SWOT, Blue Ocean Strategy; internal value chain and strengths) • Strategy to operations flow-down and alignment • Financial foundation Principles (main KPI) • From project ROI to company complete business plan
Toolbox	<ul style="list-style-type: none"> • The six entrepreneurship skills: <ul style="list-style-type: none"> • Develop market Vision & Strategy, • Build Organization & Relations, • Combine Evolution & Actions. • Lean Startup Process and Min Product Viable • The six 'elevator' pitches (with 3D's) • Integrate the whole business model • Legal Contract dimensions mastery 	<ul style="list-style-type: none"> • Strategy basics toolbox (external market analysis and position, PESTEL, Porter 5 forces; internal value chain, SWOT, strengths) • Marketing toolbox (market segmentation, value, excitement and security keys) • Strategy to operations flowdown guide • Financial basics toolbox (KPIs, quick guide)

Integrating simultaneously both Hard and Soft Skills

Projects and Program Management, Risks Management, Governance, Cost reduction, Lean, Six Sigma, World Class Management,...



Greatest worldwide Leaders Best leadership practices modeling, going back to the origins of behavioral and personality models...



Contact

Inspire your life



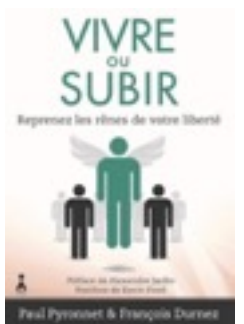
Impact beyond your organization



*This AchievUp proposal was prepared in partnership with
« Essence Leadership » (Durnez Consulting)*



cdurnez@achievup.com
francois.durnez@gmail.com



Videos

Consulting

Books & References

Coaching-Mentoring

On-line blended packages

Workshops-Conferences