

ORGANIZATIONAL CHANGE AND DYNAMICS

Our six Axes of Intervention

Executive Coaching

Coach each leader in implementing the strategy: **leadership, management style.**
Give them **tools to prepare for resistance** to change

Result

Leaders wielding authority

Diagnosis

The team's weak and strong areas
Group work on these critical areas
Simulations (outdoor ...)

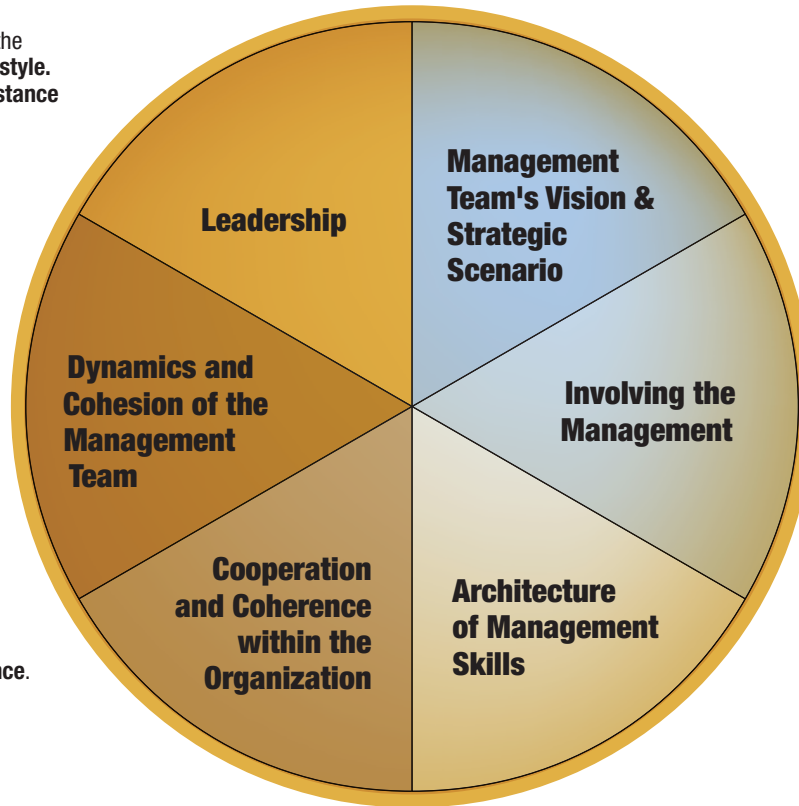
Result

A competitive management team

A **change project** can stir up resistance...
Diagnose the causes of this **resistance.**
Help the **agents involved to define, together,** their win-win **reciprocal contributions**

Result

Co-operative agents



Help the management team to **translate its strategy** into a **rallying vision**

Result

A shared vision

Use devices (action learning, team coaching, open space, game workshop, learning tour...) to enable **managers to understand the strategy, identify their contributions, and commit**

Result

Mobilized managers

Define a **management model** that is **adapted** to the new strategy.
Unify the evaluation process while enriching it (360° ...)

Result

A management model, an efficient system for evaluation