

How to set and achieve objectives (personal and collective)

Length :	2 days
Venue :	Your facilities/Online
Calendar :	tba
Group size :	From 5 to 15 persons
Audience :	Ph.D students, entry-level managers, business unit managers, project managers, local managers
Trainers :	Marine Pansu, Catherine Le Lay, Aneline Dolet

A manager is responsible for the company's strategic choices. He or she sets and monitors individual and collective objectives.

This training course aims to mobilize the team around objectives, create momentum, explore the issues of realism and motivation, and provide the support needed to achieve them.

The training provides operational answers from professionals.

Overall pedagogical objectives

To be able to set and achieve realistic objectives using motivation as a lever.

Specific pedagogical objectives

- Make objectives a genuine steering and management tool
- Create the conditions for team buy-in to objectives
- Mobilize employees to achieve their objectives
- Capitalize on follow-up and result assessment
- Discover and optimize personal resources

Training method

Interactive training with numerous group and individual exercises and real-life situations.

Programme

- Defining a realistic objective
- Task prioritization
- Positioning objectives within the management system
- Management by objectives : benefits and limitations
- Getting the team to adhere to collective objectives
- The place of personal objectives within a group
- The levers of motivation
- Managing collective and individual skills
- Establishing common references with employees
- Managing change
- Follow-up interviews.
- Assessment and feedback

This training is held in English and French.