



Support is aimed at enabling individuals to make progress in their career situations. The support is individually provided to directors, people with high potential and groups of persons.

	Individual		Group
	Director	High potential	
Profile	Entrepreneur, director	Senior manager, other manager etc.	Group of individuals (directors, department managers, other employees etc.)
Why ?	<p>The director asks for a need for confrontation, clarification and/or support for formulating a personal mode of working and ideas.</p> <p>The director is alone in the company for making decisions.</p> <p>External aid and support or contradiction in a relationship of equals are elements that are necessary for assessing facts and making decisions.</p>	<p>High potential individuals are the future of the company. They ought to follow an initiation process made up of rich experience in order to take on very high-level duties in the company. The pressure of the environment does not always allow the parallel development of the internal needs of the company and the maturity required to take on the position and the weight of responsibilities. Coaching or mentoring are appropriate solutions that make it possible to help the individual to find their position.</p>	<p>Group efforts are part of the day-to-day work of companies. Meetings cannot be improvised and need to be prepared.</p> <p>It is also essential for the meeting to be beneficial to the company and must thus be effective and efficient. Each participant must contribute.</p> <p>The role of the coordinator is to find that balance.</p>
How ?	<p>Active listening</p> <p>Sharing of experience</p> <p>Formulation of hypotheses</p> <p>Objection and contradiction</p>	<p>Active listening</p> <p>Sharing of experience</p> <p>Formulation of hypotheses and objections</p> <p>Personal organization and prioritisation</p>	<p>Assistance for preparing and coordinating meetings</p> <p>Facilitator in debates</p>
Areas	<p>Business strategy and operational strategy</p> <p>Internal organization and power relationships</p> <p>Implementation and control</p> <p>Conflict management</p> <p>Attitude and behaviour</p> <p>Overall issues of the company and its environment</p>	<p>Internal organization and position within the company</p> <p>Relation with others (managers and subordinates), conflict management</p> <p>Instruction and delegation, reporting</p> <p>Implementation and control</p> <p>Attitude and behaviour</p>	<p>Executive meetings</p> <p>Work groups</p>
Duration	6 to 12 sessions	6 to 12 sessions	3 to 6 sessions