

# TRAINING PROGRAM

## TITLE OF THE TRAINING COURSE

**Leader CO™ I: SELF – The leader posture – Video Conference**

<b>Format: (Intra or Inter, as a group on site, ...)</b>	Inter company	<b>Authorization No.: (CSE, SSCT, SST...)</b>	NA
<b>Terms: (remote, AFEST, APP,...)</b>	Remote	<b>Certification – code CPF</b>	NA

## TERMS AND TIME OF ACCESS

### Duration:

13.5 hours:

- seven (7) weekly collective sessions of 1.5 hours each for a total of 10.5 hours.
- Three (3) individual sessions of one hour each (dates to be determined with the trainee)

### Dates for the training:

- seven (7) collective sessions of 1.5 hours each
- April-5-2023**
- April-12-2023**
- April-19-2023**
- April-26-2023**
- May-03-2023**
- May-10-2023**
- May-17-2023**

CONNEXION TIP - SARL au Capital de 40 000,00 € - 519 231 732 R.C.S. - TVA Intra. : FR47519231732

Siège : 2 rue de la Tour, 92190 Meudon, France

Déclaration d'activité enregistrée sous le numéro 11921777992 auprès du préfet de région de l'Île de France

Cet enregistrement ne vaut pas l'agrément de l'État

Assurance de Responsabilité civile HISCOX HIS605001162

Tél. +33 (0)6 18 77 34 64. E-mail : [nathalie.delmas@connexiontip.com](mailto:nathalie.delmas@connexiontip.com)

- Three (3) individual sessions (dates to be determined with the trainee).
- Meetings between peers (in pairs) between collective sessions (dates and times to be determined with the trainees)

## RATES AND PAYMENT TERMS

\*HT rate:

- Company 4,900 euros
- Individual 3,900 euros
- \*Multiple participant rate: -10%
- \*30% off any registration made before March 1, 2023.

Pricing and payment terms: upon receipt of the invoice (max 30 days from the date of the invoice) via inter-bank transfer or by check.

## ACCESS DELAY:

At least 48 hours before the first module, the following must be completed:

- Online registration
- The MANDATORY interview with the trainer
- The online questionnaire on the participant's expectations

## Training location:

The entire training will be done remotely using the ZOOM video conference platform.

## Accessibility for people with disabilities:

Given the training will be done by video conference, there are no accessibility issues for people with disabilities.

Disability partner:

<https://www.agefiph.fr/>

Contact: Referent for disabilities Nathalie Delmas 06 18 77 34 64

## Minimum and maximum number of trainees per session:

6 minimum and 10 maximum

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## AUDIENCE, PREREQUISITES, ACCESS AND SECURITY TERMS

**Prerequisites:** While there are no prerequisites, this training is intended *for managers wishing to develop their leadership skills*.

More specifically, they must commit to:

- Attend all group sessions or in case of emergencies, listen to the recordings within 24 hours;
- Attend all individual sessions or reschedule them at least 48 hours before the session;
- Explore new skills and know-how in their management or leadership;
- Apply the approach to their current performance through one of their concrete situations;
- Share and communicate with another participant coming from all over the world and often from different company types and business fields by contacting them between each of the collective sessions. A new pairing of the participants will be determined by the trainer each week.

This training aims at getting them to revisit their leadership position by integrating elements of the *disruptive* performance and leadership<sup>1</sup>: **The Leader** <sup>CO</sup> <sup>TM</sup> <sup>I</sup>\*

More specifically, we believe this training program is most appropriate (and non-exclusive) for:

- Recently promoted Leaders
- Division managers
- Operational managers
- Entrepreneurs
- Managers with a lot “at stake”

### **Terms for accessibility:**

- The entire training will be done using the ZOOM video conferencing platform.
- Access to a computer with a camera and a good internet connection are required.

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### Technical, supervision and safety means:

#### Supervision means:

The training is under the responsibility of the educational director of the training organization; the course is carried out by the trainer designated by the training organization.

#### Technical and safety means:

Powerpoint presentation shared via the digital platform ZOOM. As each trainee has chosen the location of their participation, each is responsible for their own physical and computer safety. They must ensure that the training environment is appropriate for them.

## EDUCATIONAL AND OPERATIONAL OBJECTIVES

At the end of the training course, the participant will be able to:

- Develop their professional competency in terms of Leadership, and particularly in terms of *disruptive* Leadership when it comes to soft skills and know-how.
- Develop the skills to carry out a *disruptive* performance in the case of a concrete situation for the participant (or trainee).
- Create an international network of *disruptive* leaders/managers.
- Integrate the leadership fundamentals of the Performance <sup>CO</sup>™.
- Use the tools that apply to their specific challenges, which they will have concretely put into practice between each session.

## METHODS FOR EVALUATING THE ACHIEVEMENT OF THE TRAINING OBJECTIVES

- Preliminary positioning test: Questionnaire on the participants' expectations for the program.
- Monitoring tool (COBOARD) to be completed and sent to the trainer after each of the sessions to monitor the understanding and application of the concepts covered during the sessions.
- Assessment of learnings/skills linked to defined operational objectives: Learning assessment questionnaire at the end of the training.
- Qualitative evaluation form of the level of satisfaction with the training (on the spot)

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## FORMALIZATION AT THE END OF THE TRAINING

Training certificate

## TEACHING METHODS

Nathalie Delmas is the educational advisor, as well as the referent for disabilities.

The participants (or trainees) apply the Performance<sup>CO</sup>™ models shared through a PowerPoint presentation, as well as with various films on the daily challenges of their work, to innovate, think and work differently. They discuss their issues together during the sessions as well as after, between the collective sessions, in pairs AND with their "TIP" coach and trainer during one of their three (3) individual sessions. This methodology based on dialogue and experimentation allows them to question themselves to be able to innovate, collaborate and work differently in order to be *disruptive* Leaders, and achieve unprecedented performances.

The program unfolds over seven (7) collective sessions of 1.5 hours each, aiming to fulfill the promises made here above. All didactic contributions will be concretely experienced by each trainee with:

- Integration exercises of these concepts.
- Learning peer coaching practices during group sessions, supervised by the program facilitators.
- Personal reflexions, as well as the sharing of each participant's specific challenges.
- Individual commitments for subsequent meetings.
- Creation and monitoring of a peer support structure (in pairs) between collective sessions.
- Sharing and discoveries.

## Withdrawal delay

To withdraw, a client has a period of 10 days starting from the date of their online registration, the postmark being taken as proof (note that this withdrawal date must be at least 30 days before the beginning of the cycle). The client must inform the training organization by registered letter with acknowledgment of receipt. In this case, no amount can be required from the client and their deposit will be refunded.

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## Commitments to participate in the training course

The financier or company financing the training commits to ensure the trainee's presence at the scheduled dates and places.

### Commitment of the trainee:

The organization requests that the trainee commit to blocking their calendar in order to attend the already-scheduled sessions. It is recommended that the trainee make arrangements to make sure they are not interrupted during the sessions. The trainee fills out and sends their monitoring tool (COBOARD) after each session.

### Commitment of the training organization:

Marjolaine LEMIEUX, Coach for the training organization

<https://connexiontip.com/portfolio-item/marjolaine-lemieux/>, will animate the seven (7) collective training sessions on the previously mentioned dates, as well as the three (3) individual coaching sessions (dates to be determined with the trainee). She provides the beneficiary with her skills in "Disruptive leadership" and "Disruptive Performance". She commits to adapt the training to the beneficiary. She meets the ethical and professional requirements of Connexion TIP and the ICF (International Coach Federation.)

## Withdraw or Abandon

The absence of the participant will not give the right to any refund or postponement except in cases of force majeure, in accordance with the provisions of Article L. 920-9 of the Labor Code.

### PROCEDURE TO PREVENT ABANDONMENT

The entire training program is designed to encourage the commitment of participants.

- The preregistration interview ensures that the participant's stakes are in line with the objective of the training, as well as their specific commitment to the dates of the different modules and individual sessions, and the dates for the contacts with the other participants between each module.
- The structure of the program allows for a personalized follow-up with the three (3) individual sessions.
- The monitoring tool (COBOARD) ensures a follow-up – Did they complete it? If not, why not? Allows for a greater commitment.

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In the event of an unscheduled and unjustified absence of a participant, the following guidelines should be applied:

- At the end of each session, the trainer goes around the table to check on each participant's level of involvement.
- If necessary, the trainer puts the participant in contact with the educational advisor.
- Inquire with the other people attending the training if the participant expressed their intentions.
- Inform the company of the participant's absence.
- Inform the training organization's manager.

### **Billing conditions, formalities, payment**

The conventional amount will be invoiced in one time.

Terms of payment: upon receipt of the invoice.(max 30 days from the date of the invoice) via inter-bank transfer or by check.

### **Sanction of the training**

In application of article L.6353-1 of the Labour Code, a certificate mentioning the objectives, the nature and the duration of the action and the results of the evaluation of the learnings from the training will be given to the beneficiary at the end of the training.

At the end of this training, the training organization will give the trainees:

- a training certificate,
- a certificate of attendance, and,
- the paid invoice to the financer or paying company.

### **Partial or total non-fulfillment of the training**

In the event of partial or total non-fulfillment of the training course, the organization must refund the financer the sums unduly received as a result.

### **Potential disputes**

If a dispute or difference cannot be settled amicably, the Court of Paris will have sole jurisdiction to settle the dispute.

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## DETAILED PROGRAM

### SESSION 1 – THE PERFORMANCE<sup>CO</sup>™ AND YOU?

Didactic contributions with Performance<sup>CO</sup>™

- The *Performance<sup>CO</sup>™ Model*
  - The *business as usual* and its model of performance.
  - The *disruptive performance* and its model of performance.
  - Why, when and how to use them?
- *Temporality*: are you the past of the future?
  - As a leader, who are you today? What are you a result of? To be a *disruptive* leader and do the extra-ordinary, one must anchor themselves into a new future that is quite different from the past. How can you free yourself from the past to anchor yourself in this new future? How can you “be” this new future? The leader must INCARNATE this future, and not just talk about it.

### SESSION 2 – THE PAST AND ITS IMPACT

Didactic contributions with Performance<sup>CO</sup>™

- Objectives vs *Outcomes* – It all starts with what we really want—how to set objectives which can, with their mere descriptions, ensure the success factors of these commitments—Extra-ordinary Outcomes.
- PAST: *Databanks* – an automatic reference system that allows us to be very effective in the business as usual, but which limits the possibilities for the creation of a new reality.
- PAST: *The “automatic” thought mode*

### SESSION 3: THE CREATION OF REALITY

Didactic contributions with Performance<sup>CO</sup>™

- Model for the *creation of the actual reality*: Understanding how the actual reality is created, its mechanics, and more specifically how it applies to each.
- Model for the *creation of a new disruptive reality*—LANGUAGING: the understanding and specific application of a model that will allow to think and act differently, as well as dare to create a new future, starting with language and its impact.

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## SESSION 4 : THE CONNECTION – 1st essential pillar of the Performance<sup>CO</sup>™

Didactic contributions with Performance<sup>CO</sup>™

- *Being present vs Being automatic*—its impact and application.
- Experiencing the *CONNECTION* – what the connection is, how to see whether it's there or not, how to create it, its impact on performance.
- *Mapping key people* with whom the connection is essential for the realisation of individual stakes.

## SESSION 5: THE THREE LAWS OF PERFORMANCE<sup>2</sup> AND THE LEADERSHIP

Didactic contributions with Performance<sup>CO</sup>™

- Model for the *Three Laws of Performance* with the sharing of actual examples in their business.
- Model for the Leader<sup>CO</sup>™: *The DeclareBE™*—Presentation of the model to ignite the thinking process of each on their leader posture.

<sup>2</sup> – *The Three Laws of Performance*—Steve Zaffron and Dave Logan

## SESSION 6: THE DECLAREBE™ – The 2nd essential pillar of the Performance<sup>CO</sup>™

Didactic contributions with Performance<sup>CO</sup>™

- Model for the Leader<sup>CO</sup>™ : *The DeclareBE™* - Creation/finishing touch/declaration of the DeclareBE™ of everyone—a posture that allows to be truly anchored into a new future—the participants feel free and connected to themselves, daring to “be” themselves and achieve what they truly want.
- Creation and finishing touch to the DeclareBE™ in pairs, and validation by the facilitators.
- DECLARATION OF THE LEADER POSTURE (DECLAREBE™) of everyone with the group.

## SESSION 7: THE HONORBE™ - THE RESILIENT COMMITMENT. The 3rd essential pillar of the Performance<sup>CO</sup>™

Didactic contributions with Performance<sup>CO</sup>™

- Model for the *HonorBE™*: a commitment that honours the connection with yourself and others, and that represents THE key to success for an idea to makes its way to realize itself despite the obstacles.

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- Model for closure: the importance of closure for any initiative/project, including recognizing the accomplishments and journey taken, the celebration, the learnings.
- And now? The virtuous circle of the Performance CO – the others.

Presentation of the training certificates.

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**FACILITATORS**

**About Marjolaine LEMIEUX, COACH for Connexion TIP**



**For Marjolaine, each person’s fulfillment and opportunity to see their dream come true are fundamentally correlated to how deep their desire is, as well as their ability to challenge their own perceptions, their sense of commitment and the value they give to their word..**

As an independent entrepreneur, Marjolaine has always been fascinated by the world of organizations and is passionate by the disruptive intelligence and the Performance<sup>co</sup> concepts that Connexion TIP offers. It was with great pleasure that she learned to master the “breakthrough mindset” and joined the team at Connexion TIP team for the opening of its offices in Quebec in 2016.

Mother of two teenagers, she lives in Montreal and is committed to transforming the future of businesses: to lead this transformation, companies are invited to ignite a collective desire, to allow genuine communication and to make commitments with integrity. With these conditions set in place, ANYTHING becomes possible.

**The life of Marjolaine Before Connexion TIP...**

– *An unconventional path whose main theme is the human being, communication, and development: theatre, cinema, TV, jazz, live event production, real estate project management, teaching, coaching, hypnotherapy, Neuro-Linguistic Programming, Psychology.*

– *A variety of diplomas and multiple related experiences.*

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