Global Learning
BYCEGOS®

Managing Managers
Developing your Leadership Skills

Who can benefit:

- Top managers in multinational groups
- Executive Committee members
- Senior executives in SMEs

If you want to…

- Promote a leadership process that creates leaders
- Create a new world, shake up routines, make a difference and be different
- Involve your managers in the leadership process
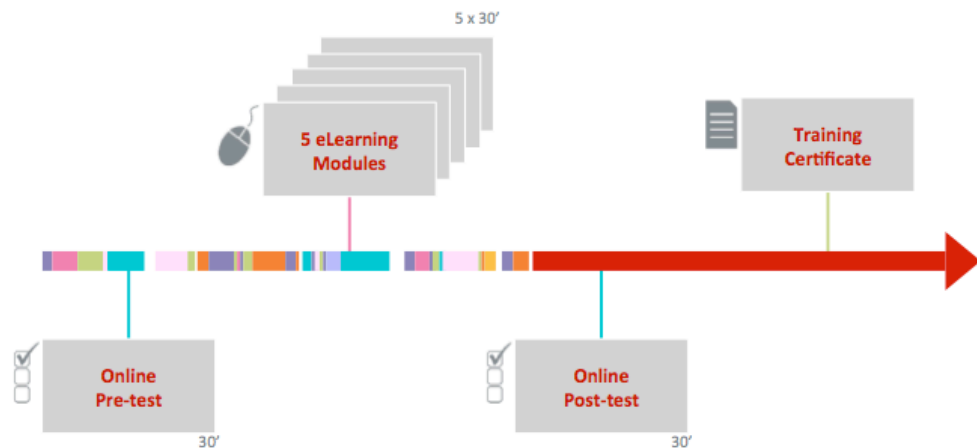- Develop your charisma

…Then this course is for you.

Model which guided the course design

Total Leadership Management: The three levers for leadership

- Your strategy: the environment and rules that will help leaders emerge
- Your managerial drive to spur leadership
- Your personal leadership embodying the vision and its impact

Your training path

Knowledge self-assessment

Leadership best practice
eLearning module 1

- Carrying out a leadership inventory.
- Stimulating leadership in your company.
- Identifying leadership counter-indications in order to deal with them.

Establishing leadership in the best way
eLearning module 2

- What is a leadership zone?
- Defining the rules of the game in your leadership zone.
- Avoiding mistakes in the leadership zone.

Your training path (continued)

Securing managerial support for leadership
eLearning module 3

- Clarifying the roles of managers in terms of developing leadership.
- Involving managers by including them.
- Coaching managers so that they succeed in helping their staff to succeed.

Personal impact and charisma in leaders
eLearning module 4

- Developing your personal impact and charisma.
- Inspire enthusiasm in your staff so that they feel even more committed to serving customers and users.
- Asserting your authority and enabling others to assert theirs.

5 levers for producing great leaders
eLearning module 5

- Defining precise objectives that support your vision.
- Creating and maintaining cooperative relationships.
- Observing the effects of your actions on a continual basis.
- Demonstrating behavioural flexibility.
- Staying true to yourself.

Progress self-assessment

Personalized support throughout your course

- You can track your progress through the course on the web platform
- A technical hotline is available weekdays to make sure your course runs smoothly: elearning@cegos.ch

Evaluation and Certification

Evaluation

Online pre-test: diagnostic evaluation before the eLearning modules

- 10 random questions from all the eLearning modules to diagnose previous knowledge. Can only be taken once. Results do not count.

Online post-test: final evaluation after the eLearning modules

- 10 random questions from all the eLearning modules to assess the achievement of the learning outcomes. Can be taken many times and records the best score.

Certification

In order to obtain your training certificate, you must complete all the eLearning modules and obtain **a score of at least 80%** on the online post-test.