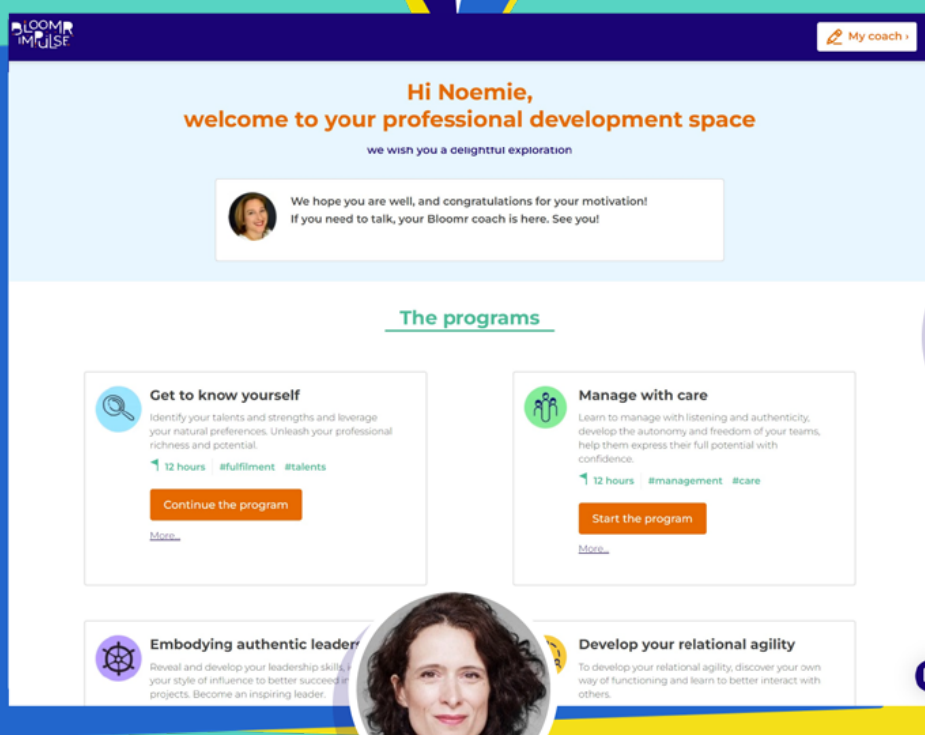


TRAINING WITH A HUMAN IMPACT

The screenshot displays the Bloomr Impulse professional development space interface. At the top, it says "Hi Noemie, welcome to your professional development space" and "we wish you a delightful exploration". Below this, a message from a coach is shown: "We hope you are well, and congratulations for your motivation! If you need to talk, your Bloomr coach is here. See you!". The main section is titled "The programs" and lists four programs:

- Get to know yourself**: Identify your talents and strengths and leverage your natural preferences. Unleash your professional richness and potential. 12 hours #fulfilment #talents. [Continue the program](#)
- Manage with care**: Learn to manage with listening and authenticity, develop the autonomy and freedom of your teams, help them express their full potential with confidence. 12 hours #management #care. [Start the program](#)
- Embodying authentic leadership**: Reveal and develop your leadership skills, your style of influence to better succeed in projects. Become an inspiring leader.
- Develop your relational agility**: To develop your relational agility, discover your own way of functioning and learn to better interact with others.



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EDITORIAL

Our mission is to contribute, through training, to turning companies into places where people enjoy working together, while respecting each person's individuality, in the service of a desirable world.

For this to happen, employees need to **develop certain key human and organizational skills**, based on their needs and in line with the framework defined by your organization (values, expected behaviors, managerial frame of reference, leadership model, etc.).

Since our creation in 2014, we have innovated and built with our customers a **unique method**, enabling us to support each and every individual in a personalized way, at the service of the collective.

Over a period of several weeks, this modality alternates personal learning work, practical application in daily professional life and **individual sessions with a certified trainer-coach**. On request, peer-to-peer workshops can also be organized by the referent coach, either remotely or face-to-face.

With Bloomr Impulse, you can **support all your employee profiles in an impactful and lasting way**: managers, talents, executives or non-executives. The learner engagement rate in 2023 was over 96%.

Companies of all sizes and in all sectors have adopted this innovative modality: Accor, Air Liquide, BMW, Bouygues Telecom, BPCE, Celio, Colas, Fiducial, MACSF, Terrena, Vinci Energies, and many others.

Why not give it a try?



Virginie Boutin

Bloomr Impulse's CEO



What is training with human impact ?

Our mission is to **bring about concrete, lasting and coherent changes in individual and collective practices**, by reconciling the needs and expectations of individuals with the overall objectives of the organization.

In any organization, the human qualities of employees have a direct impact on agility, commitment, QWL and, ultimately, performance.

These qualities are based on behaviors, postures and interpersonal skills. In a word: **human skills**.

Our solution, which **combines e-learning and coaching**, enables us to support the development of these skills, on a large-scale and personalized basis.

This contributes to the creation of an environment centered on a spirit of «care». conducive to individual fulfillment and collective performance.



**INDIVIDUAL FULFILLMENT
FOR A COLLECTIVE IMPACT**



BLOOMR IMPULSE METHODOLOGY

AN INNOVATIVE, HIGH-IMPACT APPROACH

Our **human impact training courses** take place over several weeks and combine ::



ONLINE PROGRAMMES

To develop soft skills in a **structured, progressive and effective way**, by putting them into action in day-to-day professional life. Our catalog targets key relational, behavioral and organizational skills.



INDIVIDUAL GUIDANCE

One-to-one sessions with a **dedicated, certified and experienced professional coach** help to drive in-depth transformation, by working on personalized situations and objectives.



GROUP SESSIONS (optional)

Face-to-face or remote meetings between supported employees to **share experiences** and create the conditions for mutual trust that encourage experimentation and progress.

This combination of self-directed learning and personalized coaching enables us to **tailor our courses** to the needs of each individual.


By creating a space of trust, individual coaching opens up a fertile ground for exploring resistance and learning to overcome it, step by step.

It's an excellent **tool for recognizing employees**, and this attention to their uniqueness has a positive impact on their commitment and satisfaction!

3 MODES, TO FIT YOUR NEEDS

INDIVIDUAL TRAININGS

100% individual guidance, on the right subject, at the right time, for the right person.

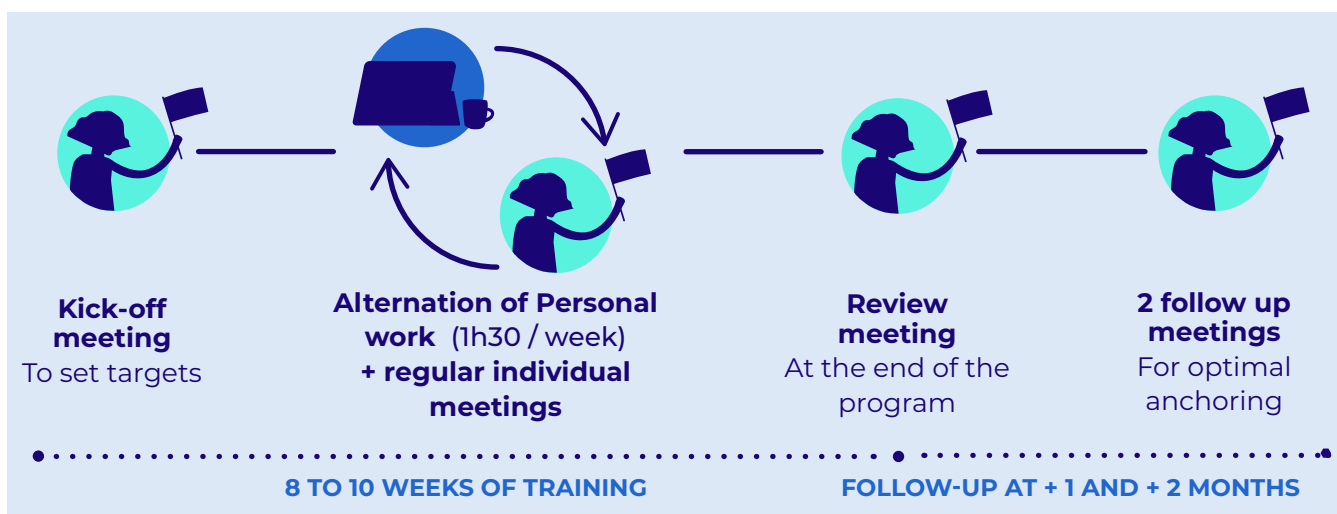
 **1 online programme**, on a specific managerial, relational or professional efficiency skill, corresponding to their needs.



 **6 individual video sessions** with a dedicated professional coach, to tailor the training to each individual.

In this format, employees **work in pairs with their coach** to develop the theme corresponding to their needs.

They **develop the chosen skill over several weeks**, following an online program punctuated by 6 to 7 individual video sessions.



This format enables us to **make the most of the singularities** of employees who have never before benefited from individual coaching.

This attention has a positive impact on their day-to-day work, and on the team as a whole.



98% of learners would recommend our courses to their colleagues

BLENDED TRAININGS

In addition to individual coaching, **exchanging ideas with peers** in small groups about what you're doing is an extremely valuable way of developing cross-disciplinary skills over the long term.

Blended training combines individual coaching AND group sessions either face-to-face or remotely, to bring you the best of both teaching methods.



1 online program, focusing on a specific managerial, relational or professional efficiency skill. For a given group, the chosen program can be the same, or you can choose from several programs.



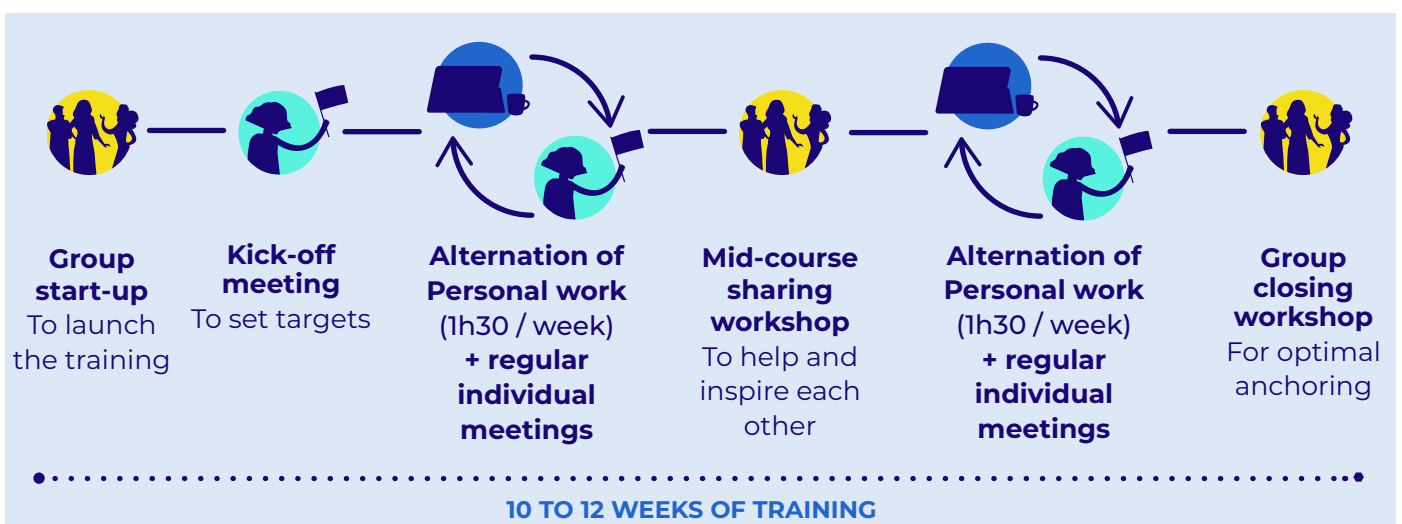
4 individual video sessions with a dedicated professional coach, to tailor the training to each individual.



1 group launch + 2 peer-to-peer workshops either face-to-face or remotely, led by the coach accompanying the group.

In addition to its effectiveness in terms of skills development, thanks to its individualized, long-term dimension, blended training is an excellent tool for **creating networks, breaking down silos and making progress** together.

We work with **groups of 5 to 10 people**:



A LA CARTE COURSES

Taking care of your employees and your strategic issues.

Our training programs enable you to offer customized, long-term individual development by combining:



2 to 3 online programs, over 6 to 12 months, chosen by the employee from a selection of themes aligned with the challenges of this population (management, potential development, corporate values, meaning at work, change management, etc.).



10 to 14 individual video sessions with a dedicated professional coach, to tailor the training to each person.



As an option, peer-to-peer workshops, either face-to-face or remotely, led by our coaches.



Isabelle Point

Marketing Director at Virtual Expo



THANK YOU! This course is wonderful.

I've seen an evolution in the way I act, with greater ease and self-confidence.

I'm going to speak up even more and assert my positions even more, making proposals to help the company improve its strategic direction.

I've learned a multitude of things that will serve me well in the long term. The formula suits me perfectly (conductor / intro, alternating questioning, tests, introspection and feedback).

A revelation for me, that's what your program is.



MANAGEMENT & TALENTS TRAINING PROGRAMS

Supporting and retaining your managers and talent

To create **a close-knit team**, develop behaviors and **a common managerial culture**, while personalizing our support to meet the needs of each individual

Based on the logic of our “à la carte” programs, we work with HR teams to select the ingredients for a tailor-made program lasting a minimum of 6 months, and always including:

- up to 3 programs. Depending on the objectives pursued, these programs can be chosen by managers within a defined framework, or imposed to meet a collective challenge
- up to 7 hours of individual support with a dedicated coach
- plus optional group sessions, either remote or face-to-face

FOCUS ON GROUP SESSIONS

Dynamic and transforming, we program them in a modular way during the co-design phase, according to your needs and objectives:

- **Launch day:** in the presence of the sponsors (CEO - HR Director), to share the meaning of the initiative, set up the groups and get the ball rolling.
- **Peer-sharing workshops:** to exchange feedback on the practices tested during the training. Sharing successes and challenges to co-inspire and support each other.
- **Thematic workshops:** to deepen together a practice discussed during the training (e.g. feedback, managerial courage, inter-generational skills, etc.), or to explore a complementary facet of the daily life of the employees we support (e.g. hybrid work, stress management, etc.).
- **Tailor-made workshops:** based on your specifications.

Examples of training topics for managers



Leadership courses

To strengthen your leaders' skills



Middle management courses

To support your line managers



First-time managers course

To support new managers

HOW IT WORKS

A 4-STEP PROCESS



Dorothée Vincent

HRD



At Groupe IGS, we chose Bloomr Impulse to support our employees on a large scale. The flexibility of digital technology enabled us to support as many people as possible, while respecting the needs and constraints of each individual. The very human support was greatly appreciated: accessible and caring educational content and the availability of coaches who accompanied learners individually. The experience was fun: both in terms of the diversity of formats and the tone adopted, as well as the ergonomics and iconography of the online platform, which was very relaxing for the eyes and the mind.



PRICES

Each offer has its own pricing logic:

INDIVIDUAL TRAINING

A targeted theme,
for one person

€1,685 excl. tax
per person for:

- 100% individual
- 1 online program on a specific theme
- 3 h of individual support by a dedicated coach

BLENDED TRAINING

The best of individual and
group training

From **€1,610 excl. tax**
per person for:

- Groups of 5 to 10 people
- 1 group launch
- 1 online program on a specific theme
- 2 h of individual coaching by a dedicated coach
- 2 group workshops, face-to-face or remotely

A LA CARTE COURSES

Taking care of your people
and your key issues

From **€2,260 excl. tax**
per person for:

- Access to all the programs of your choice over 6 to 12 months
- 5 h to 7 h of individual coaching by a dedicated coach
- Group face-to-face or remote



96,3%

of employees who start
our training programs go
all the way to the end.

THE BLOOMR IMPULSE DIFFERENCE

DISTANCE LEARNING IN OUR DNA



Our training courses are **designed for online** learning right from the start.

The learning experience we offer, unique on the market, is the result of several years of successive iterations with our customers.

Our content is also calibrated to **meet the challenges of attention and mental fatigue** specific to this format at.

LEARNING THAT LASTS



Bloomr Impulse programs take place over an average of 10 to 12 weeks, with 1 to 1.5 hours of personal work per week.

This rhythm allows learning to **take place progressively**, in a work situation and over time, while **respecting organizational imperatives** and constraints.

This strategy is particularly well-suited to the development of new behavioral and human skills.

EMPOWERING AND ENCOURAGING ACTION



Our aim is not to provide ready-made solutions, but to enable every learners to take an **active role in their own training** and enjoy progressing, while respecting their own needs and individuality.

Each learner must be able to appropriate our content and make the most of their training, according to their own context.

EVERYONE IS DIFFERENT



The role of the coach is to help the learner **set a personal objective** in relation to the subject, to provide support throughout the course and to ensure that he or she makes progress towards this goal and derives maximum benefit from its training.

This individualized support contributes significantly to learner commitment.

PERSONALIZED HUMAN SUPPORT

Our online training courses are coupled with one-to-one remote coaching by **certified professional coaches, experienced in the remote format.**



- **Individual synchronous exchanges**, by telephone or videoconference
- **Unlimited asynchronous written** exchanges



- **Follow-up** throughout the program and methodological advice to help you manage your time and get the most out of your training.

A TEAM OF TRUSTED COACHES



We choose our partner coaches not only for their professionalism, experience and commitment, but also because they share the founding values of Bloomr Impulse: **humanism, listening and empathy.**

A BENEVOLENT AND TRANSFORMING PEDAGOGY

Our programs are **designed by certified coaches** who are experts in the field, in collaboration with our educational department.

Each course **combines reflection and practical application** in the workplace, with stimulating content that is varied in tone, length and format (text, videos, audios, infographics...), to suit the skills and sensitivities of as many people as possible.



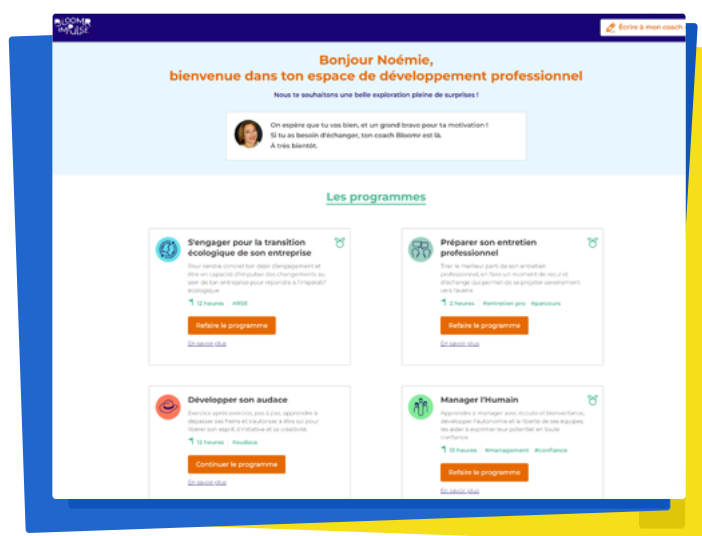
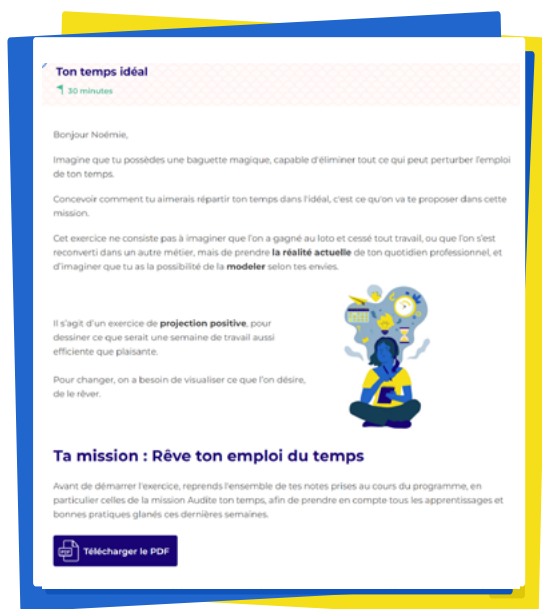
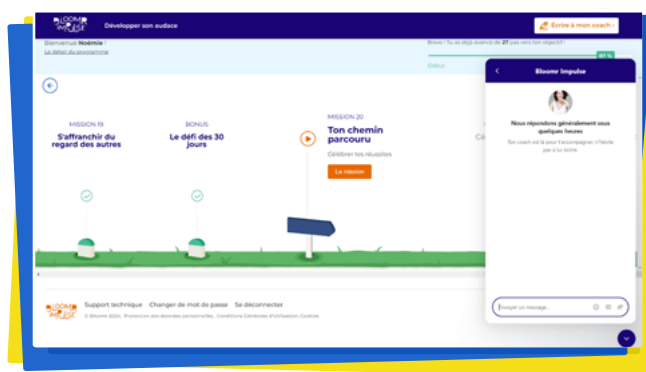
95% of participants say our training met their expectations

A WARM, INTUITIVE ONLINE PLATFORM

Our online platform combines **simplicity of use** with an attractive design.

Accessible 24/7 via the Internet, from computer, tablet or smartphone, its flexibility enables employees to follow their programs independently, at a pace that is both regular and respectful of their operational and geographical constraints.

This technology enables **rapid, large-scale deployment**, and can be coupled with your LMS in SSO if required.



OUR RANGE OF TRAINING COURSES

4 CATEGORIES

MANAGEMENT & LEADERSHIP



Developing people-centered management

EFFICIENCY & COLLABORATION



Developing key behavioral skills

QWL & CSR



Cultivate well-being at work on a daily basis

CAREERS & MEANING AT WORK



Learn how to manage your career path

20 TOPICS



Leading a hybrid team



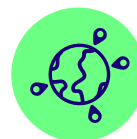
Embodying authentic leadership



Managing remote teams



Managing engagement



Managing with care



Developing your interpersonal agility



Building boldness



Efficient time management



Communicating better



Knowing yourself better



Developing your emotional intelligence



Remote working with ease



Cultivating resilience



Unplugging :
balancing your use
of technology



Mindfulness at work



Reducing stress with emotional regulation



Advancing your company's ecological transition



Preparing for the next stage in your professional life



Job crafting :
revitalizing your
work life



Assessing your career path



OUR
20
TOPICS

Embodying authentic leadership

To enable employees to reveal and develop their personal leadership skills, and put them into action to achieve greater success in their mission.



GOAL

Deploy a natural, unifying leadership style, at the service of your mission

#Management & Leadership



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 13 h over 10 weeks, including 3 h of individual interviews
Blended training: 17 h over 12 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Employees who are aware of their ability to influence others, and who are able to motivate and win over others

Employees committed to driving change and leading action within the organization

A greater variety of leadership styles, a source of richness for the organization

Strengths: a well-balanced mix of leadership discovery, self-development and concrete tools and methods for leadership development.

THE PROGRAMME SCHEDULE

WELCOME

Taking stock
How to get started
Exploring the notion of leadership
Illustrating leadership

STEP 1: One leadership, many leaderships

From the inside out
Setting personal goals
Opening up your horizons
Leadership has many faces
What leaders have in common

STEP 2: Discover your leadership style

Draw on your moments of influence
Take the survey
Find your leadership style

Draw on your resources
Get buy-in for the why
Connect to your mission

STEP 3: Embodying and developing leadership

Embodying leadership on a daily basis
Internal reference, external reference
Gaining assertiveness
Make yourself visible
Choose your allies
Generating support
Behaving like a leader
How to start a movement

CELEBRATION

Taking stock of the road travelled

TARGET AUDIENCE AND PREREQUISITES

For managers and employees with cross-functional responsibilities. For all those who need to federate and lead, or who are looking to gain influence. .

Prerequisites: none

Leading a hybrid team

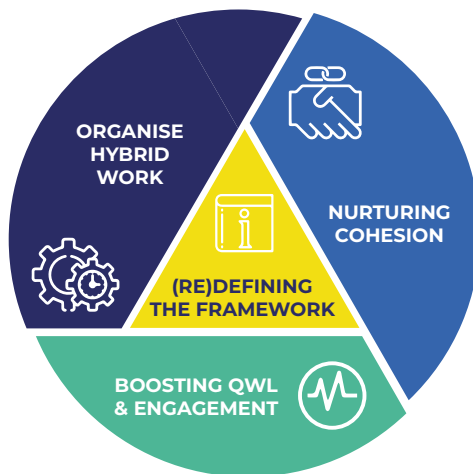
To help project and team managers adapt their posture and practices to the hybrid work mode (combining distance and face-to-face work), with the emphasis on trust, cohesion, communication and collective performance.



GOAL

Develop the key behavioral competencies of the hybrid manager, and establish an organizational mode that enables people to work with confidence, at a fair pace, and conducive to cohesion and results.

#Management & Leadership



Price: see Prices page



On-line program

Individual support by a trainer-coach via video

Optional group workshops, in person or remotely



Individual training: 14 h over 10 weeks, including 3 h of individual interviews

Blended training: 18 h over 12 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

A clear, shared framework that provides benchmarks and serenity in hybrid operations.

Practical exercises and concrete tools to boost collaboration, coordination and communication quality.

Precise, comprehensive support for this new way of collaborating, with the emphasis on human relations as a prerequisite for performance.

THE PROGRAMME SCHEDULE

WELCOME

Welcome

The 7 challenges of hybrid management

Taking personal stock

Taking stock of your team

Becoming a learning team

STEP 1: Organizing hybrid work

Creating the conditions for management through trust

Managing by results

Assess the level of team cooperation

Plan and monitor activity

Organize days

Optimize e-mails, meetings and reporting

Lead productive hybrid meetings

STEP 2: Cultivating relationships

Mastering the art of communication

Ritualizing two-way communication

Applying active listening

Cultivating feedback

Facilitating collective links

STEP 3: Listening

7 autonomy gas pedals

Boosting quality of life at (tele)work

The anti-stress toolbox

Unplugging on a daily basis

Managing work/life balance

Managing time allocation

CELEBRATION

Co-constructing a team life charter

Taking stock of progress

TARGET AUDIENCE AND PREREQUISITES

Functional and cross-functional managers and project leaders faced with work hybridization, who wish to adapt their practices.

Prerequisite: manage a hybrid team or be about to do so

MANAGING ENGAGEMENT

To reinforce team commitment over the long term, by identifying personalized and efficient levers and actions for each member, in line with the Gallup Q12 results.



GOAL

To help managers understand the factors and levers of balanced commitment, and implement targeted, efficient and personalized managerial actions to foster lasting individual and collective commitment

#Management & Leadership



Price: see Prices page



On-line program

Individual support by a trainer-coach via video

Optional group workshops, in person or remotely



Individual training: 8 h over 7 weeks, including 3 h of individual interviews

Blended training: 12 h over 9 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Gain a better understanding of the concrete levers of engagement in relation to each Q12 question.

Adapt one's management style to the specific needs of their team members, without losing sight of objectives.

Create a healthy, motivating and effective team dynamic over the long term.

THE PROGRAMME SCHEDULE

WELCOME

Taking stock

Assessing the situation

Signposting Q12

Auditing team commitment levels

STEP 1: Authenticity

Becoming aware of the manager's roles

Seeking alignment

Ritualizing the bilateral

Stimulating motivation

Cultivating cohesion

STEP 2: Trust

Bringing out the best in everyone

Activating the right level of confidence in oneself

Setting the conditions for confidence

The Pygmalion effect

Managing by results

Spreading recognition on a daily basis

Assessing the level of cooperation in the team

Delegating serenely

STEP 3: Listening

Relying on intuition

Taking care of your emotions and energy

Learning to really listen

Optimizing time thieves

Promoting efficient meetings

STEP 4: Growing and helping others grow

Drawing on your resources

Mastering the art of feedback

Cultivating continuous improvement

Co-constructing a charter for team life

CELEBRATION

Celebrating the road travelled

TARGET AUDIENCE AND PREREQUISITES

Managers who need support directly linked to the results of their Q12.

Prerequisites: leading or managing a team

MANAGING REMOTE TEAMS

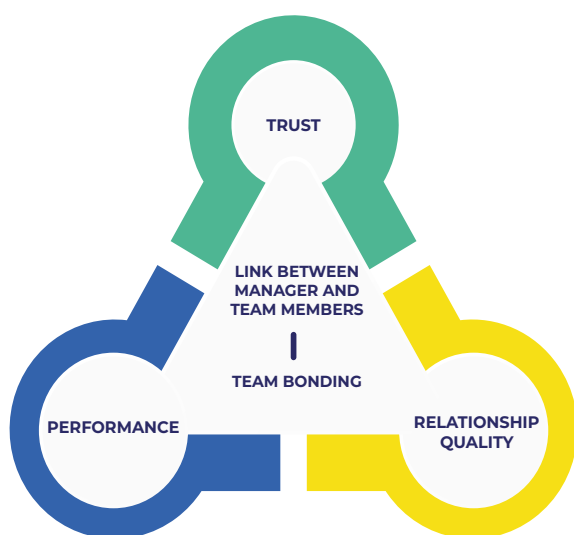
To help project leaders and managers of 100% remote teams adapt their practices to these new methods, while maintaining motivation and efficiency.



GOAL

Define a new operating framework and individual and collective practices based on trust, exchange and cooperation

#Management & Leadership



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 8 h over 7 weeks, including 3 h of individual interviews
Blended training: 12 h over 9 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

The co-construction of a clear organizational mode and rules of the game, which provides structure, transparency and fluidity.

Practical exercises and concrete tools to coordinate, motivate and unite a remote team.

Precise, comprehensive support for this new way of collaborating, to foster a posture based on trust and support for your teams.

Highlights: tools and resources to put into practice and share for collective adoption, and the collaborative creation of a team operating charter adapted to 100% remote working.

THE PROGRAMME SCHEDULE

WELCOME

Welcome
How to get started
Taking stock
Telecommuting in France
Taking stock of your team
3 tips for managing from a distance

STEP 1: Relationships

Taking care of each person
Quality of life at home
Team rituals

Taking care of the link

STEP 2: Performance

For efficient remote operations
Managing and monitoring results

STEP 3: Trust

From micro-management to trust
Nurturing trust

CELEBRATION

Establishing a new operating mode
Taking stock of progress

TARGET AUDIENCE AND PREREQUISITES

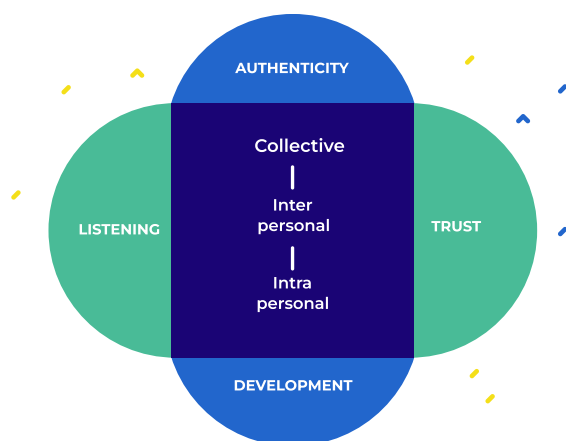
For line and cross-functional managers or project leaders who need to manage a team 100% remotely, on an ad hoc or permanent basis.

Prerequisites: leading or managing a remote team

MANAGE WITH CARE

To help managers find their style and develop their teams through authenticity, listening and trust.

#Management & Leadership



GOAL

Acquire the tools and methods needed to adopt a managerial stance that is fair to oneself and conducive to cohesion, commitment, serene and effective teamwork, and the well-being of one's teams.



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 16 h over 11 weeks, including 3 h of individual interviews
Blended training: 20 h over 13 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

More assertive managers, who have found their style and embody their leadership while adapting to individual needs.

Healthy interpersonal relations, conducive to the development and well-being of employees, and at the service of the collective.

Support for managerial transformation towards more listening, trust and benevolence

Strengths: a comprehensive mix of self-improvement and concrete tools and methods to enhance your managerial practice.

THE PROGRAMME SCHEDULE

WELCOME

Welcome
How to get started
Take stock
Assess team maturity
Assessing the level of cooperation within the team

STEP 1: Authenticity

Become aware of managerial roles
Seek alignment
Ritualizing the bilateral
The Pygmalion effect
Animating collective links
Stimulating motivation

STEP 2: Confidence

Developing assertiveness
Bring out the best in everyone
Creating the conditions for trust
Identify your preferred style

Communicating with kindness

STEP 3: Listening

Making room for emotions
Learning to really listen
Tips for successful negotiation
Optimizing time thieves
Trust your intuition
Preventing burn-out

STEP 4: Grow and help others grow

Develop your knowledge of yourself and others
Keys to talent development
Mastering the art of feedback
Spreading recognition on a daily basis
Delegate with serenity
Cultivating continuous improvement
Co-constructing a team life charter

CELEBRATION

Take stock of progress made

TARGET AUDIENCE AND PREREQUISITES

First-time managers and managers facing difficulties or who feel alone in managing people. Those wishing to move from an operational posture to a relational one.

Pre-requisites: managing a team or about to do so.

BUILDING BOLDNESS

To encourage employee involvement and autonomy. To stimulate innovation and creativity within the organization.



GOAL

Acquire tools and methods to learn to dare to say, dare to act, dare to be oneself and develop initiative and creativity on a daily basis and over time.

#Efficiency at work



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 13 h over 10 weeks, including 3 h of individual interviews
Blended training: 17 h over 12 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Employees who are more involved in projects, who play a more active role.

Greater autonomy in decision-making, and a reinforced culture of innovation

Employees who value themselves, and receive greater recognition

Highlights: a program that activates and reinforces the multiple facets of audacity, through practice (self-confidence, courage, creativity, problem-solving, etc.).

THE PROGRAMME SCHEDULE

WELCOME

Welcome
How to get started
Taking stock

STEP 1: Take stock of your boldness

Find evidence of your audacity
Identify the driving forces behind your audacity
The bold smile on good fortune
Project your boldness

STEP 2: Build your boldness

Take your first bold actions
Awaken your courage

Experience the power of positive affirmations
The impact of body language on confidence
Boosting creativity
Reinforce what's already good by practicing gratitude
Turning fear into a driving force
Freeing yourself from the gaze of others
The 30-day challenge

CELEBRATION

Taking stock
Committing to the future

TARGET AUDIENCE AND PREREQUISITES

For all those who want to develop their spirit of initiative and get out of their comfort zone. For all those who would like to dare to say, do and be themselves in their day-to-day professional life.

Pre-requisite : none

COMMUNICATING BETTER

Help employees gain awareness of the way they communicate, and practise assertive and benevolent communication in order to enhance cooperation.

#Efficiency at work



GOAL

Master phrases and find the right word to promote mutual understanding. Acquire the keys to adapting communication and giving it full scope in different professional situations.



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 12 h over 10 weeks, including 3 h of individual interviews
Blended training: 15 h over 12 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Simple, practical examples to experiment with out loud and in writing every day

The satisfaction of feeling aligned, and of having one's words heard and followed by effects visible to all

Easier exchanges, conducive to cooperation and a serene work environment

Highlights: learning a recognised approach (Non-Violent Communication ®) combined with real-life situations shared by as many people as possible

THE PROGRAMME SCHEDULE

WELCOME

Instructions for use
Taking stock
NVC in a nutshell

STEP 1: the NVC® method

Observe and name the facts
Identify your emotions and feelings
Identify and name your needs
Formulate a request
The OSBD sentence
Review quiz

STEP 2: Case studies to work on in real-life situations

How to say no

Practising refusal
Berne's «life positions»
Getting out of conflict
Kit of assertive phrases
Making yourself heard in meetings
Good practice in writing
The Losada effect
The CNV in front of others

CELEBRATION

Contributing to a positive climate
Taking stock of the road travelled
Anchoring and projection exercise

TARGET AUDIENCE AND PREREQUISITES

Those who need (and want) to take greater control of the impact of what they say, by learning to take responsibility for their assertiveness and intelligibility.
Those who regularly have the impression of «speaking in the desert» while being ready to question themselves

Pre-requisite : none

DEVELOPING YOUR EMOTIONAL INTELLIGENCE

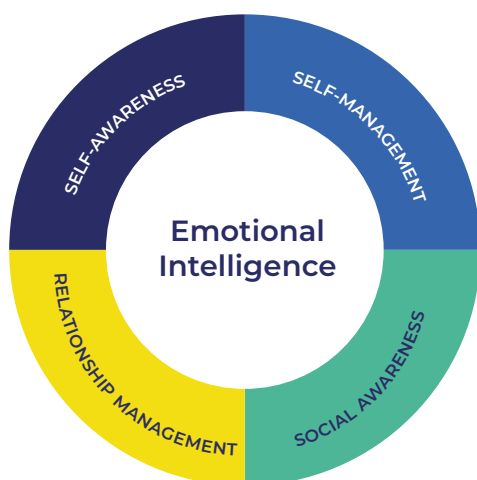
To help employees better understand their emotions and those of others, and to regulate them in their relationships at work, in order to combine individual well-being and collective efficiency.



GOAL

Turn emotions into daily allies, whether in actions, decision-making, interpersonal relations or management.

#Efficiency at work



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 11 h over 8 weeks, including 3 h of individual interviews
Blended training: 15 h over 10 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Employees and managers more at ease in their day-to-day work and in managing relationships at work

Tools that enable you to remain in control of your reactions and adopt the right behavior for the situation

A work climate that fosters cooperation and promotes individual and collective well-being

Highlights: an approach that is both introspective and collective; action-oriented pedagogy of emotions

THE PROGRAMME SCHEDULE

WELCOME

Welcome
Instructions for use
Definition of emotional intelligence
Taking stock: my emotional intelligence

STEP 1: Me and my emotions

What is an emotion?
The words of emotion
The 5 manifestations of emotion
Listening to your body
The emotional message

STEP 2: Transforming your relationship to emotions

Short circuit, long circuit
Acting on the manifestation of emotion

Review your interpretation
Redirect your attention
Taking care of your needs
Social sharing

STEP 3: contributing to a positive emotional culture

Other people's emotions
Emotions at work
Generating positive emotions at work
Becoming an ambassador of culture

CELEBRATION

The toolbox
Celebrating progress

TARGET AUDIENCE AND PREREQUISITES

For those who want to turn their emotions into daily allies, whether in their actions, decision-making, interpersonal relations or management functions.

Pre-requisite : none

DEVELOPING YOUR INTERPERSONAL AGILITY

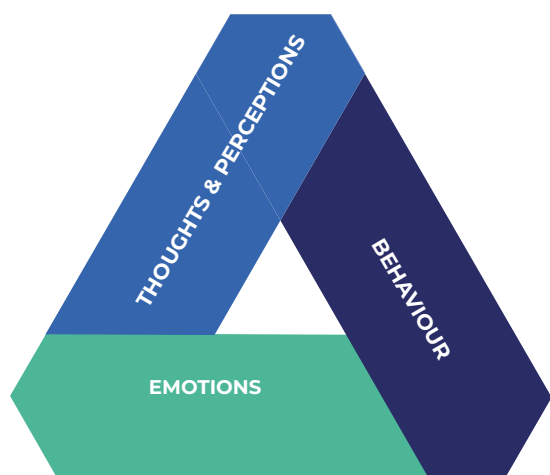
To enable employees to discover the way they relate to others, and learn how to better interact with them.



GOAL

To develop their ability to adapt in their professional interactions in order to maintain respectful, responsible and ecological relationships.

#Efficiency at work



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 13 h over 10 weeks, including 3 h of individual interviews
Blended training: 17 h over 12 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

A wider range of interpersonal skills, enabling them to be more flexible in the way they interact and communicate.

Employees who are aware of their own interpersonal functioning, and able to adapt to different situations.

Employees who are better able to manage difficult situations and defuse conflicts.

Highlights: keys to adapting to any relational situation with assertiveness and authenticity (conflict management, communication, feedback, negotiation, etc.) using the systemic approach.

THE PROGRAMME SCHEDULE

WELCOME

Taking stock

STEP 1: Discover how you work

Take stock

Identify strengths and areas for improvement

Understand how you operate relational

Introduction to the systemic approach

Setting personal objectives

STEP 2: Identify your resources

Highlight your relational strengths

Asking for feedback

STEP 3: Getting out of the loop: the PEC triangle

PEC triangle pedagogy

Putting yourself in the other person's shoes

Self-fulfilling prophecies

Listen to your emotions

Understanding your reaction to stress

STEP 4: Taking action

Changing your behavior

Fake it till you make it

Getting out of a situation

Asserting yourself in tense situations

CELEBRATION

Taking stock of the road travelled

TARGET AUDIENCE AND PREREQUISITES

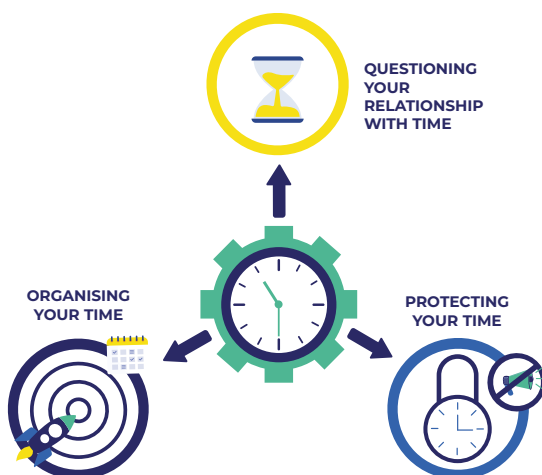
All those who need to develop their interpersonal skills, assert themselves, have more fluid relationships and/or manage tense situations.

Pre-requisite : none

EFFICIENT TIME MANAGEMENT

To help employees adopt an efficient personal organisation on a day-to-day basis, in line with the requirements of their job and their own objectives.

#Efficiency at work



GOAL

Acquire reflexes and methods to manage priorities and move from time under pressure to time of choice. Find a way of working that is both ecological and efficient, for yourself and for the group.



Price: see Prices page



On-line program

Individual support by a trainer-coach via video

Optional group workshops, in person or remotely



Individual training: 11 h over 8 weeks, including 3 h of individual interviews

Blended training: 15 h over 10 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

More serenity and therefore efficiency, even in a changing environment. Prevent fatigue and anxiety linked to poor time management

Empowerment to reclaim time, to self-organise between selfawareness and situational intelligence

An ability to question priorities and deadlines, and to suggest alternative ways of working

Highlights: taking into account the emotional and systemic dimension of the subject and providing practical tools for personal and team time management.

THE PROGRAMME SCHEDULE

WELCOME

Welcome
Instructions for use
Taking stock
The influence of corporate culture
Auditing your time
The time culture
Drawing up an action plan
STEP 1: Your relationship with time
Maintaining the right balance
Calming your relationship with time
Identify your internal saboteurs
The anti-stress toolbox

STEP 2: Protecting your time

Optimising emails, meetings and reporting
Keeping on top of your time
Prioritising your energy

STEP 3: Organisation

Drawing up your ideal time
Todo list instructions for use
Taking care of your vitality
Getting organised efficiently

CELEBRATION

Toolbox
Taking stock of the progress made

TARGET AUDIENCE AND PREREQUISITES

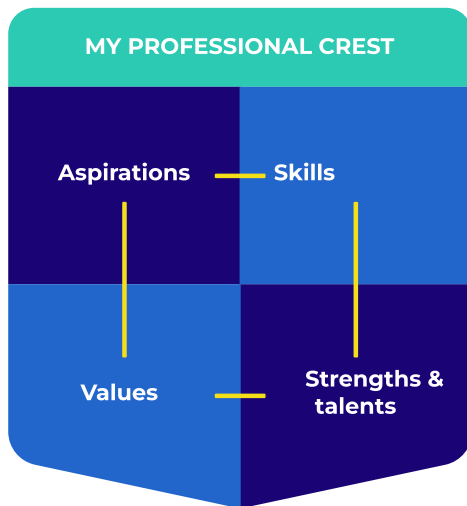
Anyone who needs to regain control of their clock, step back from the notion of urgency and return to a sense of efficiency and purpose

Pre-requisite : none

KNOWING YOURSELF BETTER

To help employees reconnect with their strengths and talents. To enable them to speak more confidently and assertively about themselves.

#Efficiency at work



GOAL

To reconnect with yourself and take stock of your skills, talents and desires. Create your professional coat-of-arms, which will serve as a compass for your personal and professional development.



Price: see Prices page



On-line program

Individual support by a trainer-coach via video

Optional group workshops, in person or remotely



Individual training: 14 h over 10 weeks, including 3 h of individual interviews

Blended training: 18 h over 12 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Employees with a clearer vision of themselves, their resources and what they want

Employees equipped to talk about themselves with greater confidence and assertiveness

Employees who are able to find their rightful place, in a proactive and authentic way that is therefore sustainable

Highlights: progressive (re)discovery, summarised continuously throughout the programme and finalised in a professional coat of arms.

THE PROGRAMME SCHEDULE

WELCOME

Taking stock
Instructions for use
The talent map
Shedding light on your uniqueness
Identify your dominant intelligences
What gives you energy
Activate your natural strengths
Embrace your shadows
Tracing the road we've travelled

Take stock of your skills
Explore the limits of your comfort zone
Define your nuggets
Rely on the opinions of others
Map your potential
Create your professional image

CELEBRATION

Take stock of how far you've come

TARGET AUDIENCE AND PREREQUISITES

All those who need to take stock of themselves, and who would like to express their full potential. Anyone who wants to get moving and make the right decision.

Pre-requisite : none

ADVANCING YOUR COMPANY'S ECOLOGICAL TRANSITION

To be able to drive real change to meet the environmental imperative within the organisation

#QWL&CSR



GOAL

Understand the human and organisational obstacles, as well as the individual and collective levers and priorities, in order to actively engage in the necessary transformations of the organisation.



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 15 h over 11 weeks, including 3 h of individual interviews
Blended training: 19 h over 13 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Disseminate a common base of basic knowledge on socioenvironmental issues, risks and responsibilities for business

Providing tools and methods for identifying targeted levers for action, based on each person's job, position, resources and motivations

Encourage collective action, by identifying people within the company with whom to co-construct actions

THE PROGRAMME SCHEDULE

WELCOME

Welcome
Instructions for use
Personal relationship with socio-ecological issues
Identify key issues according to your role
Asking yourself the first key questions

STEP 1: Understanding the key issues

Getting to the root of the problem
Ecological issues relating to the atmosphere
Ecological issues relating to the lithosphere
Ecological issues relating to the hydrosphere
Ecological issues relating to the biosphere
Connect with your emotions
An exercise in optimism
Take the human factor into account
Familiarise yourself with planetary limits

STEP 2: Target your commitment

Explore alternative economic models
Focus on your company
Project yourself into a desirable future
What are the opportunities for your company?
Define the impetus for your commitment
Define the scope of your action

STEP 3: How to succeed

Putting things into perspective
Finding allies
Communicating effectively on ecological issues
Defining your action plan
Overcoming your obstacles

CELEBRATION

Taking stock of the progress made

TARGET AUDIENCE AND PREREQUISITES

Anyone wishing to contribute to the ecological transition of their organisation, whatever their level of knowledge of socio-ecological issues. Those who would like to move on from anxiety and feelings of powerlessness to concrete action.

Pre-requisite : none

CULTIVATING RESILIENCE

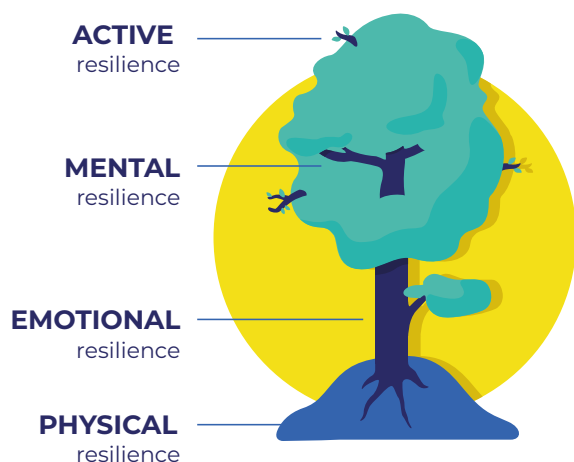
To help employees develop their ability to cope better with change and unsuspected challenges.



GOAL

Cultivate your resilience assets to cope with unwanted change. Knowing how to 'reconfigure' yourself to get back on track and start again.

#QWL&CSR



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 15 h over 8 weeks, including 3 h of individual interviews
Blended training: 13 h over 10 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Preventing chronic stress and helping to maintain employee health

A way of supporting employees on a large scale in difficult times

Greater adaptability, a stronger culture of resilience

Highlights: a training course covering the 4 pillars of resilience, and including audio-guided exercises that can be downloaded and re-used.

THE PROGRAMME SCHEDULE

WELCOME

Instructions for use
What is resilience?
Taking stock

STEP 1: Physical resilience

Getting rid of chronic stress
Practice breathing action

Relaxing through meditation

STEP 2: Emotional resilience

Understanding the role of emotions
Getting through turbulent times
Listening to your inner weather
The role of positive emotions
Accepting negative emotions
Nurturing positive emotions

STEP 3: Mental resilience

Introduction to neuroscience
Getting off automatic pilot
Focusing your thoughts
The 4 Toltec Agreements
Using your strengths to build resilience

STEP 4: Resilience through action

Coping with change
Reconnecting with your resources
Creating resilience
Drawing up an action plan for the future

CELEBRATION

Establishing resilience routines
Take stock of your progress

TARGET AUDIENCE AND PREREQUISITES

For those who are experiencing turbulence in their lives, who are facing personal and/or professional trials.
For those affected by major unwanted changes.

Pre-requisite : none

MINDFULNESS AT WORK

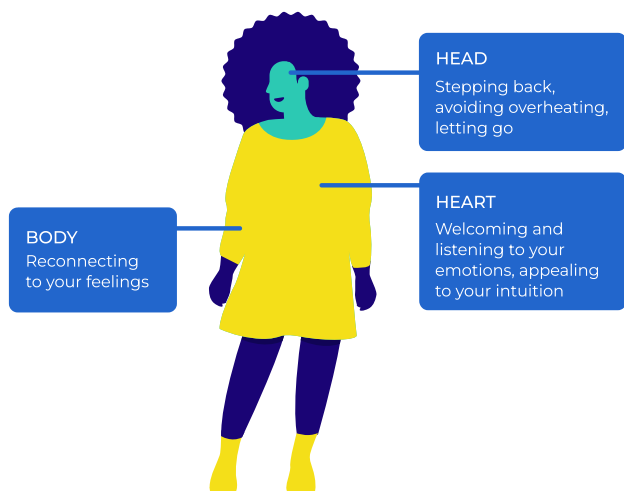
To prevent stress and burnout by helping employees take a step back and better manage their thoughts and emotions.



GOAL

S'initier à la méditation de pleine conscience pour sortir des automatismes qui enferment dans le stress, et adopter durablement des routines quotidiennes salvatrices pour son écologie personnelle

#QWL&CSR



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 11 h over 8 weeks, including 3 h of individual interviews
Blended training: 15 h over 10 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Employees who have the tools to look after their own well-being at work

Resources for reducing stress and regaining serenity. A way to prevent burn-out

Employees who are better able to make informed decisions and act more appropriately

THE PROGRAMME SCHEDULE

WELCOME

Instructions for use
Taking stock

STEP 1: Get yourself in the right frame of mind

Taking care of your environment
The story of muddy water
Define a daily routine

STEP 2: Observe how the mind works

Getting out of automatic mode
Question your relationship with the present moment

STEP 3: Being present to your body

From head to toe

Learn to listen to your body

STEP 4: Let your emotions flow

From head to heart
Letting go of the past

STEP 5: Making informed decisions

Taking a step back
Making the right decisions
How are things going?
Distancing yourself in the moment

CELEBRATION

Practising self-care
Celebrating the progress made

TARGET AUDIENCE AND PREREQUISITES

For those who can no longer cope with cognitive overload, feel overwhelmed and can no longer define their priorities. For those looking for solutions to mental fatigue and daily stress

Pre-requisite : none

REDUCING STRESS WITH EMOTIONAL REGULATION

To offer your employees a tool for emotional regulation. To reduce individual stress and improve the working climate.

#QWL&CSR



GOAL

Acquire mastery of a method that enables us to use our physiological capacity for emotional regulation. Incorporate this practice into daily life to reduce disruptive emotions (stress, fear, anger, etc.) as they arise, in just a few minutes.



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 5 h over 6 weeks, including 3 h of individual interviews
Blended training: 9 h over 8 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Activating individual resources, reducing stress and preventing burn out

Increasing the feeling of psychological security, a real driver of performance of teams

Ease the general social climate and conflicts

Highlights: a practical, pragmatic method based on physical sensations.

THE PROGRAMME SCHEDULE

WELCOME

Instructions for use
Taking stock

STEP 1: Learning

Understand the mechanisms of stress
Becoming aware of stressful emotions
The origins of the TIPI method
Act differently with your emotions
Quiz
Learn the TIPI method

Quiz

STEP 2: Experiment

Experimenting in real life
Taking stock of your practice
The effects of the method on the brain

STEP 3: Going deeper

Drawing on real-life stories
Deepen your practice

CELEBRATION

Taking stock of the road travelled

TARGET AUDIENCE AND PREREQUISITES

For anyone who feels that their emotions are hindering them in their professional life, and who needs to learn how to regulate them. For anyone who has difficulty coping with stress on a day-to-day basis, or who is at risk of burn-out.

Pre-requisite : none

REMOTE WORKING WITH EASE

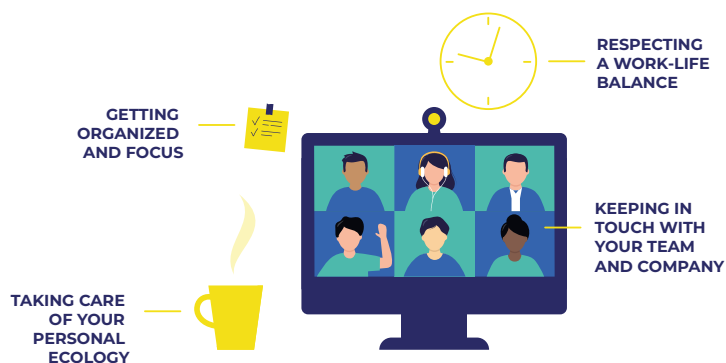
To establish a healthy and balanced relationship with teleworking, and to take care of one's energy in all its dimensions: relational, emotional, physical and mental.



GOAL

Learn simple, effective ways to actively manage the quality of one's life while teleworking: (re)taking control of one's time, energy and well-being on a daily basis

#QWL&CSR



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 12 h over 10 weeks, including 3 h of individual interviews
Blended training: 16 h over 12 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Learn simple, effective ways to actively manage the quality of one's life while teleworking: (re)taking control of one's time, energy and well-being on a daily basis

Practical exercises and ideas for improving concentration, performance and work/life balance

A reduction in the risks associated with this new way of working (stress, mental workload, stalling, etc.)

THE PROGRAMME SCHEDULE

WELCOME

Welcome
Instructions for use
Teleworking in France
Taking stock
Preserving your quality of life when teleworking
Organising your days
Taking refreshing breaks
Maintaining concentration

Taking care of the bond
The art of video-conferencing
Keeping on top of your inbox
How to use email
Maintaining work-life balance
Driving change on a collective
collective
CELEBRATION
Taking stock of the road travelled

TARGET AUDIENCE AND PREREQUISITES

All those who regularly telework and who need to optimise their way of working to both feel better and develop their efficiency

Prerequisite: be or plan to be teleworking regularly

UNPLUGGING : BALANCING YOUR USE OF TECHNOLOGY

Combating the risks associated with hyperconnection by helping employees to establish a healthy and balanced relationship with digital technology, and thereby gain control over their time, energy and the quality of their work.

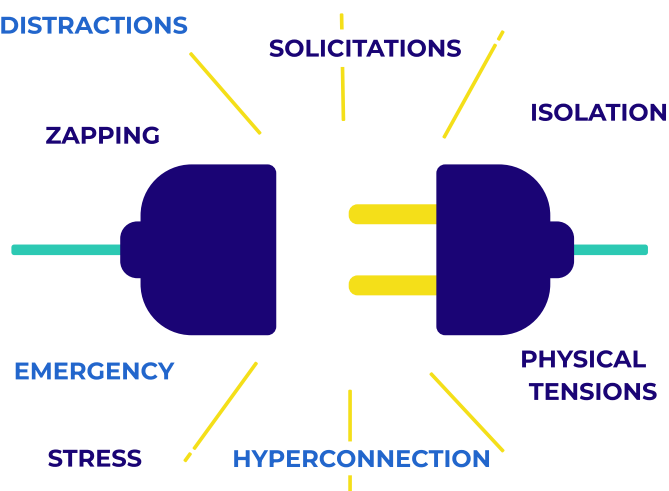


GOAL

Regain control of one's time, energy and the quality of your work by implementing simple, effective actions to bring about rapid change.

#QWL&CSR

DISTRACTIONS



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 11 h over 8 weeks, including 3 h of individual interviews
Blended training: 15 h over 10 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Less stress, less burnout, better work/life balance

Increased concentration and focus for greater efficiency

A reduction in the risks associated with excessive use of digital technology

THE PROGRAMME SCHEDULE

WELCOME

Welcome
Download your workbook
Take stock
Measure the impact of digital technology on health
Unplugging from everyday life
Taking regenerative breaks
Managing your priorities
Protecting yourself from interruptions
Organising your day
Communicate about your new way of

functioning
Resisting distractions
Lightening your mailbox
Learn how to manage your emails
Encouraging new collective practices
Minimising the impact of digital quality of relationships
Combating infobesity
Moving towards digital sobriety
CELEBRATION
Taking stock of your progress

TARGET AUDIENCE AND PREREQUISITES

Anyone who uses digital technology on a daily basis as a working tool.
Anyone who feels that they are sometimes caught up in digital technology through no fault of their own.

Pre-requisite : none

ASSESSING YOUR CAREER PATH

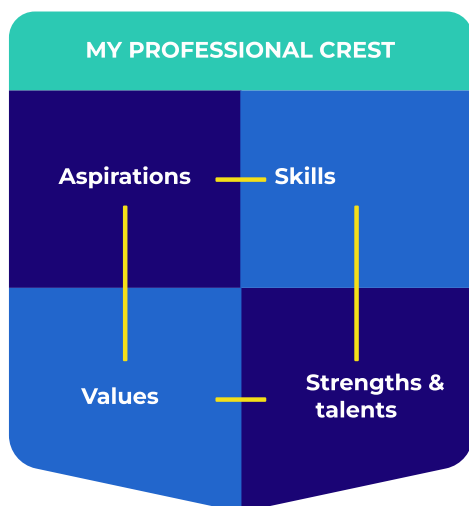
A flexible, caring professional assessment to help employees find their rightful place.



GOAL

Create one's professional coat of arms, which will serve as a compass for taking charge of one's development and building the next stages of one's career path

#Careers



Price: see Prices page



On-line program

Individual support by a trainer-coach via video

Optional group workshops, in person or remotely



Individual training: 14 h over 10 weeks, including 3 h of individual interviews

Blended training: 18 h over 12 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Employees with a clearer vision of themselves, their resources and what they want

Employees equipped to talk about themselves with greater confidence and assertiveness

Employees who are able to find their rightful place, in a proactive and authentic way that is therefore sustainable

Highlights : take a step back and take stock. Ask the right questions in the right order before taking action.

THE PROGRAMME SCHEDULE

WELCOME

Download your workbook

Taking stock

Instructions for use

The talent map

Shedding light on your uniqueness

Identify your dominant intelligences

What gives you energy

Activate your natural strengths

Embrace your shadows

Tracing the road we've travelled

Take stock of your skills

Explore the limits of your comfort zone

Define your nuggets

Rely on the opinions of others

Map your potential

Create your professional image

CELEBRATION

Take stock of your progress

TARGET AUDIENCE AND PREREQUISITES

Anyone who wants to do a self-assessment and express their full potential. Anyone who wants to get moving and make the right choices

Pre-requisite : none

JOB CRAFTING : REVITALIZING YOUR WORK LIFE

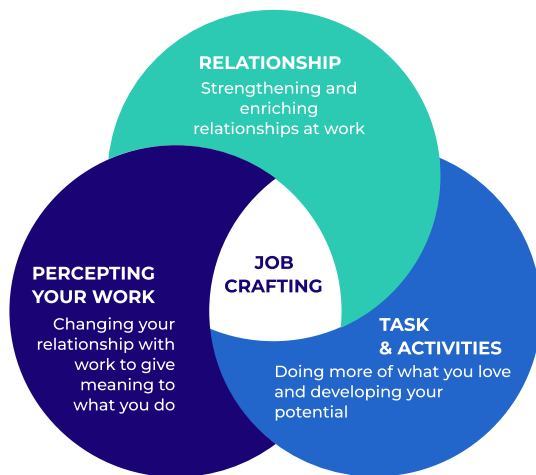
Based on job crafting. To give interest and meaning to daily work and to improve the relationship with work.



GOAL

Job crafting allows to draw up a new vision of one's job and an action plan to develop it in small steps, in order to find (even) more fulfilment in it.

#QWL&CSR



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 8 h over 8 weeks, including 3 h of individual interviews
Blended training: 12 h over 10 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Enabling employees to shape their jobs so that they can derive greater satisfaction, pleasure and meaning from their work without having to

More fulfilled and motivated employees who take responsibility for their wellbeing at work

Clear requests to make to their manager to develop their job

Highlights : taking a very practical look at one's work to find greater satisfaction, by applying the «job crafting» method

THE PROGRAMME SCHEDULE

WELCOME

Welcome
Making an inventory
How it works

STEP 1: Analyse your work

Take stock of your current job
Identify the basis of your fulfilment

STEP 2: Reshaping your work

Shaping your work
Develop energising relationships
Formulate a new vision of your work
Define your action plan

CELEBRATION

Take stock of the road travelled

TARGET AUDIENCE AND PREREQUISITES

Anyone who wants to take a step back from their work to find more pleasure and meaning in it. Anyone who is threatened by routine, whose motivation is flagging, or who needs autonomy while remaining in their current job.

Pre-requisite : none

PREPARING FOR THE NEXT STAGE OF YOUR CAREER

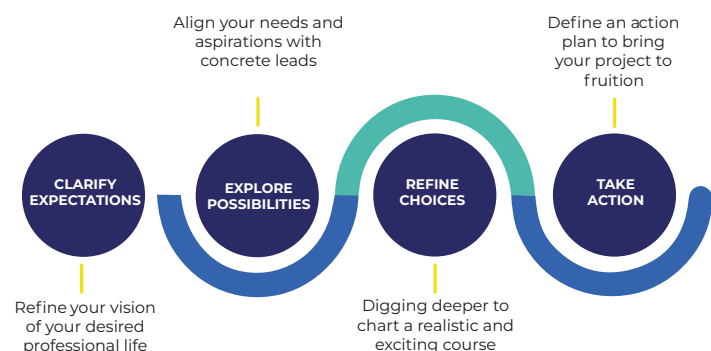
For proactive, agile management of career transitions, aligning employee expectations with business needs.



GOAL

To clarify one's aspirations, obtain a clear vision of one's career plans and define a realistic roadmap for the next stage of one's career

#Careers



Price: see Prices page



On-line program
Individual support by a trainer-coach via video
Optional group workshops, in person or remotely



Individual training: 14 h over 10 weeks, including 3 h of individual interviews
Blended training: 18 h over 12 weeks, including 2 h of individual interviews and 5 h of group time

BENEFITS

Employees who are able to play an active role and build a wellconsidered and motivating career path

Greater chances of each person being in the best place

Boosting and facilitating GPEC and career management

THE PROGRAMME SCHEDULE

WELCOME

Download your Ariadne's trail
Taking stock
How to do it

STEP 1: Clarify your aspirations and needs

Define your expectations
Clarify your values
Make your own contribution
Draw inspiration from others
Draw up your ideal days
Face up to your fears
Draw up a strong and inspiring vision of your desired working life

STEP 2: Explore the possibilities

Accept the period of vagueness
Generate career ideas
Sleep on it

Sort through your ideas

STEP 3: Bringing your project to life

Cultivate self-confidence
Landing on a career plan
Defining an action plan
Cultivating boldness

CELEBRATION

Take stock of the road travelled

TARGET AUDIENCE AND PREREQUISITES

Anyone who needs to ask themselves the right questions to reflect on their aspirations.
Anyone who wants to identify the next step in their career path and take action.

Pre-requisite : none