

DREAM TEAM
ACADEMY

**The management
training that
makes a difference**



70%

**of employee engagement depends
of their managers**

2/3

**of managers struggle to manage
their teams**

An educational program created by Ludovic Girodon, the author of “Dream Team”



Based on the management best practices
of over **400 team leaders**

A recognized expert

- Top 20 LinkedIn France influencers (2023 Favikon ranking)
- N°1 LinkedIn France influencer on Management
- Author of the best-selling management book Dream Team
- Creator of the #1 management newsletter in France
- Welcome to the Jungle HR Lab export

A program built on **7 workshops**

- Servant Leadership
- One-to-one meetings
- Get to know your team better to tailor your communication
- The art of feedback
- Coach and grow your teams
- Optimize your time and your team's
- Collective intelligence workshop

Servant Leadership

The first session is designed to get acquainted, establish the framework of the training, and begin working on one's managerial stance. Times for individual reflection and subgroup discussions encourage a step back to assess the kind of manager one currently is and to keep in mind their main areas of improvement.

One-to-one meetings

One of the roles of a manager is to understand what's going on in their team members' minds to be as helpful as possible. For this, they need to spend quality time with each individual. Therefore, the ritual of one-on-one meetings is essential, provided that it's done right. The goal of this session is to share the best practices to make these meetings as effective and impactful as possible.

Get to know your team better to tailor your communication

An effective team is not a uniform group. It is a collection of individuals with personalities and needs that can be quite diverse. When it comes to communication, the manner in which it is done often matters more than the content itself. This session utilizes the DISC tool to help participants reflect on their own personality and that of their team members, and provides the keys to tailor and personalize their communication approach.

The art of feedback

The feeling of being underappreciated is all too common in our businesses. This session aims to provide concrete tips for better valuing our team members. There is also a special focus on the concept of feedback, an often mishandled tool that can be incredibly effective when used properly.

Coach and **grow** your teams

A great manager is one who focuses on the growth of their team members. To achieve this, adopting a coach-like approach is essential. This session will cover various topics such as adopting a supportive stance, the ability to ask the right questions, empowering team members, and mastering the art of delegation.

Optimize your **time** and your team's

The number one problem for managers is the lack of time. It is therefore essential to focus on this issue in order to regain control and be less subjected to it. This session aims to share practical techniques to waste less time in meetings, become more efficient when dealing with emails, and establish the right routines to win this race against the clock.

Collective intelligence workshop

The final session is conducted in two parts. First, through a collective intelligence workshop, it addresses personalized issues faced by the participants. The second part aims to reflect on the entire cycle that was followed so that each participant can define their action plan for the next six months and apply the content of the training.

A training format designed for managers

Six **2-hour thematic workshops** via video conference or in a hybrid format

Concrete actionable case studies and scenarios

A group of managers working together for **immediate implementation**

We recommend facilitating a workshop **every 2 weeks** for better assimilation and application of the practices discussed.

This represents a comprehensive support period of **2 to 3 months**.

A proven format

95

managers completed the training in
2022 and 2023

100%

of participants have declared
themselves satisfied

50%

of participants say that the training
even exceeded their expectations

A new way of learning for lasting results

A course with practical and actionable content only, **no complex theories!**

Sessions are spread out over time and **easy to fit** into your managers' schedules.

Sessions encourage peer learning to **strengthen group cohesion** and **harmonize practices**



Training your managers is great, supporting them all-year-long is even better!



Give your managers the tool they need to apply **great management practices** all year long: Popwork

Facilitate management topics month after month by providing **unique content** to your managers: the Dream Team book, newsletters, and practical resources

Take your managers to the next level with individual or group **coaching sessions** tailored to meet your specific needs

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**Talk to a management
expert now**

