

COACHING OF ORGANISATIONS

Cultural and Managerial Transformation of organisations

"When the wind of change blows, some build walls, some windmills."
Chinese proverb

In a volatile, uncertain, complex and ambiguous world, what is the best way for companies to **adapt and retain their teams** It's about focusing on transformation coming from within the organisation, thanks to **collaborative practices** and co-creation that reinvent relational modes.

Running throughout our work will be **Theory U**, making it possible to affect the system in depth, by integrating **creative experiences and collaborative practices** that mobilise **collective intelligence**.

Your needs:

- Identify your **key issues** in order to implement your transformation,
- Support the evolution of your **organisational structure**,
- Develop your **corporate culture**,
- Develop **managerial postures and practices** towards new ways of working,
- Increase the **performance** of the organisation or a team or project,
- Bring out solutions from the group's **collective intelligence**.

Our offer:



EMERGENCE WORKSHOP

During this **3-hour** workshop around your needs, we highlight the **associated issues and first courses of action** using a **systemic approach**.

The "Emergence workshop" can be followed by the "Transformation Path".



TRANSFORMATION PATH

Based on your needs and the challenges of your transformation, **we co-create the right path** for your organisation, over a period of a **few months**.

The **variety of intervention types within organisational coaching** (executive coaching, team coaching, training, conferences, experiential sessions) will make it possible to have an effective impact on your organisation by accompanying the transformation through the mobilisation of collective intelligence.

Thanks to **collaborative practices** (Theory U, co-development, World Café, etc.) generating **autonomy and empowerment, employee engagement** allows for the transformation to take place in a **flexible and learning mode**.

At the end of the process, a systemic synthesis makes it possible to **capitalise** on the experience and define the **resulting perspectives**.