

PEOPLE MANAGEMENT FOR LINE MANAGERS
« YOUR PEOPLE ARE THE HEART OF YOUR BUSINESS »

ORGANISATION SHEET

Objectives

At the end of this programme, participants will:

- Have a deeper understanding of the **strategic impact of people management** on performance and business results and their role of Managers as Coaches for their teams.
- Learn how to build a trusting and efficient relationship with HR business partners to deliver high-level results by drawing on a diverse range of concepts, practical ideas and tools to **lead and manage effectively**.
- Explore forward-looking **HR best practices** and international perspectives in the following key areas: Performance Management, Talent Management and Leadership.
- Have access to an **expanded network of professionals** from different cultures and organisations to continue a rich exchange of ideas and learning after the programme.

Methodology

The programme will revolve around **practical exercises and discussions of participants' current business challenges related to people management**. Luxembourg-based experts will add context, concepts, insights to the discussion and share tips and techniques from their own experience.

Target group

Line Managers of commercial and central banks & other financial institutions with a minimum of 3 years of experience and with a good level of spoken English.

Participants

20 participants from the House of Training/ATTF partner countries: Albania, Armenia, Azerbaijan, Bosnia-Herzegovina, Bulgaria, Cape Verde, China, Croatia, Cyprus, Czech Republic, Egypt, El Salvador, Estonia, Georgia, Hungary, Kazakhstan, Kosovo, Latvia, Lebanon, Lithuania, Macedonia, Malta, Moldova, Mongolia, Montenegro, Myanmar, Poland, Romania, Russia, Serbia, Slovakia, Slovenia, Tunisia, Turkey, Ukraine, Vietnam, countries from the West African Economic and Monetary Union.

Date

From Sunday 29 May to Friday 3 June 2016 (6 days)
 Arrival date: Saturday 28 May 2016
 Departure date: Sunday 5 (or Saturday 4) June 2016





HOUSE OF TRAINING



Experts

Experts from Luxembourg-based banks with extensive HR experience and locally recognised as leaders in their field.

Mrs Viviane Harnois

Viviane Harnois has an extensive career as HR Director and Line Manager, leading People Strategy and Talent Development across a variety of businesses and countries in complex multicultural environments.

She understands and connects both sides of the issues facing Line Managers in their dual roles of delivering results and managing people. She helps Line Managers to hold the strategic vision of the organization while implementing pragmatic people approaches and solutions.

Viviane delivers her seminars with a natural ability for sharing and a passion for transmitting her learning and life long experience.

Mr Gilles Ossona de Mendez

After 18 years in HR management functions in international companies, Gilles is now dedicating his career to personal and group coaching, as well as HR consultancy and HR training.

His coaching experience, together with his HR experience, provide a very pragmatic and operational approach combined with a strong focus for personal development and motivation.

His strong belief is that everyone has a potential to reveal leading to an increased performance and well being. In his everyday life, Gilles is there to accompany and motivate people on that journey towards excellence.



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THE GOVERNMENT
OF THE GRAND DUCHY OF LUXEMBOURG

PEOPLE MANAGEMENT FOR LINE MANAGERS

« *YOUR PEOPLE ARE THE HEART OF YOUR BUSINESS* »

TOPICS

Team-building and Personal Challenge

During these sessions the participants will have the opportunity to get to know each other, to do group exercises outdoors and to discover hidden personal strengths.

A Strategic View

In a rapidly changing world it is imperative to connect the outside world to the strategic intent of the organization. Line Managers play a central role in conveying the mission of the organization and linking it to the performance of their teams.

The Manager as Coach

Hierarchical management is no longer enough to ensure employee engagement in an ever-changing business environment. This session is focused on exploring how you can become an effective coach to ensure your team delivers superior and engaged performance. Inspiring, encouraging and coaching leadership are key elements of successful organizations.

Performance Management

This is a central part of people management and yet it is a process often poorly managed and inefficient. We will discuss how, using the skills of Manager as Coach and having clarity of purpose, you can manage performance and get the best out of your people throughout the year.

Learning and development, motivation and employability are important elements of this way of working.

Talent Management and Development

Talent management is a top business priority with a view to the future supported by processes to identify, assess and develop potential future managers/decision-makers and specialists for the company and inform the development of succession plans. We will look at your manager role in a typical process.

Leadership

We will review what it means to be Manager, Leader and Coach by looking at 6 different styles and using them effectively.

Change, Employee Engagement and Employability are underlying each subject.

On the last day of the seminar a **“Back to Work” session** will help the participants to focus and receive support from each other to make a plan for personal or business changes they wish to implement when returning to their organisations.





HOUSE OF TRAINING



PEOPLE MANAGEMENT FOR LINE MANAGERS
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PROVISIONAL PROGRAMME

<i>Saturday 28 May</i>	<i>Sunday 29 May</i>	<i>Monday 30 May</i>	<i>Tuesday 31 May</i>	<i>Wednesday 1 June</i>	<i>Thursday 2 June</i>	<i>Friday 3 June</i>	<i>Saturday 4 June</i>	<i>Sunday 5 June</i>
<i>Arrival</i>	Teambooster Ropes Courses (Belgium) <i>www.x-cape.be</i>	A Strategic View The Manager as Coach	Performance Management <i>Visit of Luxembourg City</i>	Talent Management	Developing Talent Leadership	Engagement, Learning and Motivation « Back to Work » workshop	<i>Free</i>	<i>Departure</i>
<i>Evening</i>	<i>Evening</i>	<i>Evening</i>	<i>Evening</i>	<i>Evening</i>	<i>Evening</i>	<i>Evening</i>		
Welcome dinner Presentation of the participants	Dinner Debriefing & Team Discussion	<i>Free</i>	<i>Free</i>	<i>Free</i>	<i>Free</i>	Closing Dinner		



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