



PEOPLE MANAGEMENT FOR TEAM 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 motivation, performance and business results as well as their role of Managers as Coaches for their teams.
- Learn how to **build a trusting and efficient relationship** with their team and 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 practices** and international perspectives in the following key areas: Talent Management, Leadership, Coaching and Managing Performance.
- 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 participants' contribution to their current business challenges related to people management**. Luxembourg-based experts will add context, concepts, insights to the discussions and share ideas and techniques from their own experience.

Target group

Managers (not from an HR team) 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

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

Date

From Sunday 10th May to Friday 15th May, 2020 (6 days)
Arrival date: Saturday 9th May, 2020 **before 6 pm**
Departure date: Saturday 16th May, 2020



Experts

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

Mrs Viviane Harnois

Viviane has an extensive experience 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 the issues facing Team Managers in their dual roles of delivering results and managing people.

Viviane encourages the belief that good business and humanity can happily co-exist and that meaning and pleasure drive performance.

She is a Board Member of the POG, the HR Community of Choice since its inception.

Mr Gilles Ossona de Mendez

Everyone has a potential to reveal!

After 18 years in HR management, Gilles accompanies and motivates people and organizations on their journey towards excellence, as coach, HR consultant and trainer. His HR pragmatic and operational approach combined with his coaching focus on personal development and motivation will lead you to an increased performance and well-being.

Mr Salvatore Genovese

When change meets pleasure is Salvatore's motto.

In this regard, he encourages the emergence of new mindsets and stimulates achievements by unlocking potential, reinforcing internal and interpersonal relationships as well as transforming leadership styles.

He has an extensive experience as a Professional Coach and Trainer and is an active member of the International Coaching Federation.



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TOPICS

Team-building and Personal Challenge

During these sessions the participants will have the opportunity to get to know each other, to build team spirit, 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. You, the people managers play a central role in conveying the mission of the organization and linking it to the performance of your teams.

The Manager 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 effectively use a coaching attitude and postures to ensure your team delivers superior and engaged performance.

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 you can manage performance and get the best out of your people throughout the year, using the skills of a Manager Coach and having clarity of purpose. Learning and development, motivation and employability will be important elements of this way of working.

Leadership

We will review what it means to be a Leader and how to unfold your leadership competencies. We will explore the talents and appropriate attitudes needed to generate inspiration, trust, powerful relationships, commitment, engagement and accountability to achieve sustainable change and success in your team.

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 an example of a typical process.



HOUSE OF
TRAINING



What's next

On the last day of the seminar, we will pull it all together with a quick review of some topics followed by a **"Back to Work" session** where the participants will focus on the future and receive support from each other to make a strategic and practical **action** plan for personal and/or business changes they will implement when returning to their organisations.

Remark: By delivery date, any training documentation shall be subject to regular reviews and updates amending the table of content as described herein.

Programme organised in collaboration with and validated by

POG

This training is provided with the support of the Government of Luxembourg



THE GOVERNMENT
OF THE GRAND DUCHY OF LUXEMBOURG

PEOPLE MANAGEMENT FOR TEAM MANAGERS
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PROGRAMME

<i>Saturday 9 May</i>	<i>Sunday 10 May</i>	<i>Monday 11 May</i>	<i>Tuesday 12 May</i>	<i>Wednesday 13 May</i>	<i>Thursday 14 May</i>	<i>Friday 15 May</i>	<i>Saturday 16 May</i>
<i>Arrival (before 6 pm)</i>	Teambooster Ropes Courses <i>(Evasion Martué Belgium)</i>	A Strategic View The Manager Coach	Manager Coach, Performance Management and Motivation <i>Visit of Luxembourg City</i>	Leadership	Talent Management Developing Talent and Learning	What's next? Pulling it Together « Back to Work » workshop	<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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