

# THE ART OF AUTONOMIZING

A new look at delegating, empowerment and fostering collective intelligence

**AUTONOMIZING** teaches leaders excellence in delegation

This program will have a clear and definitive impact on leadership style, change management, relationships, information flow, evolving roles, workplace climate, collective intelligence, staff retention, and many other systemic issues contributing to the success of teams and the organization.

## WHO IS IT FOR?

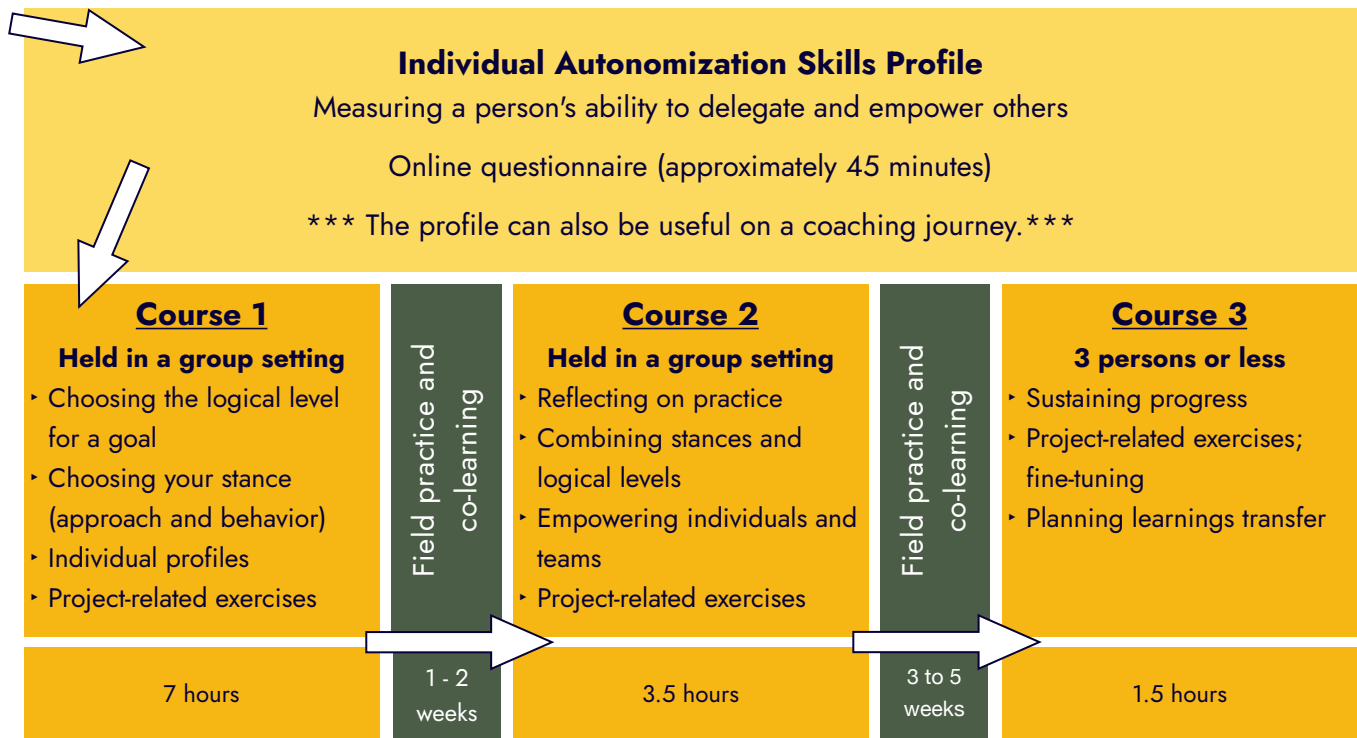
- ★ Outside consultants
- ★ Managers and leaders at all levels
- ★ In-house specialists

## LEARNING OBJECTIVES

Mastering skills for empowering individuals and teams

- ★ Choosing the adequate logical level for any intervention
- ★ Aiming for ideal objectives
- ★ Adopting the best stance for any situation

## THE AUTONOMIZING TRAINING PROGRAM: AN OVERVIEW



## METHODOLOGY

- A strong emphasis on experiential learning and team learning, in class and between courses.
- Practical application of the participants' organizational projects throughout the program.
- Courses 1 and 2 are held in group settings; the 3rd course is held in groups of three or fewer for personalized support
- People learn together, coach one another other and develop their ability to transmit these skills to others.

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## ADVANTAGES OF THE AUTONOMIZING TRAINING PROGRAM

- ▶ Emphasis on learning transfer before and during the training program
- ▶ Meetings with manager(s) before and after the program
- ▶ 12 hours of training
  - ▶ 10.5 hours of training in group settings over two weeks
  - ▶ 1.5 hours of mentoring in teams of three people or less
- ▶ Drawing up an Autonomization Skills Profile
  - ▶ Optional team profile (teams of 6 or less)
- ▶ Introducing tools for sequencing interventions
- ▶ Courses can be delivered online or in person; additional costs may apply for the in-person option
- ▶ Optional individual coaching: inquire about our coaching packages

## PARTIAL BIBLIOGRAPHY

PELLERIN, François, *THE ART OF AUTONOMIZING: Tools and concepts for delegating, fostering collective intelligence, and empowerment*, to be published in 2025. Inspired by :

- ▶ DILTS, Robert W., EPSTEIN Todd, *Tools For Dreamers: Strategies of Creativity and the Structure of Innovation*, Meta Publications, 1991; Reprinted by Dilts Strategy Group, Scotts Valley, CA, 2017;
- ▶ GOLEMAN, Daniel, *Working with Emotional Intelligence*, Bantam Books, 2000;
- ▶ MEUNIER, Pierre-Marc, *Profession : patron*, Éditions Transcontinental, 1997 (out of edition);
- ▶ SENGE, Peter, *The Fifth Discipline: The art & practice of the learning organization*, FIRST Editions, 1992;
- ▶ ... and many other authors.

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