

AUTONOMIZING

The art of delegating and empowering collective intelligence

AUTONOMIZING fosters leaders' excellence in delegation

This program has 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 organizations.

WHO IS IT FOR?

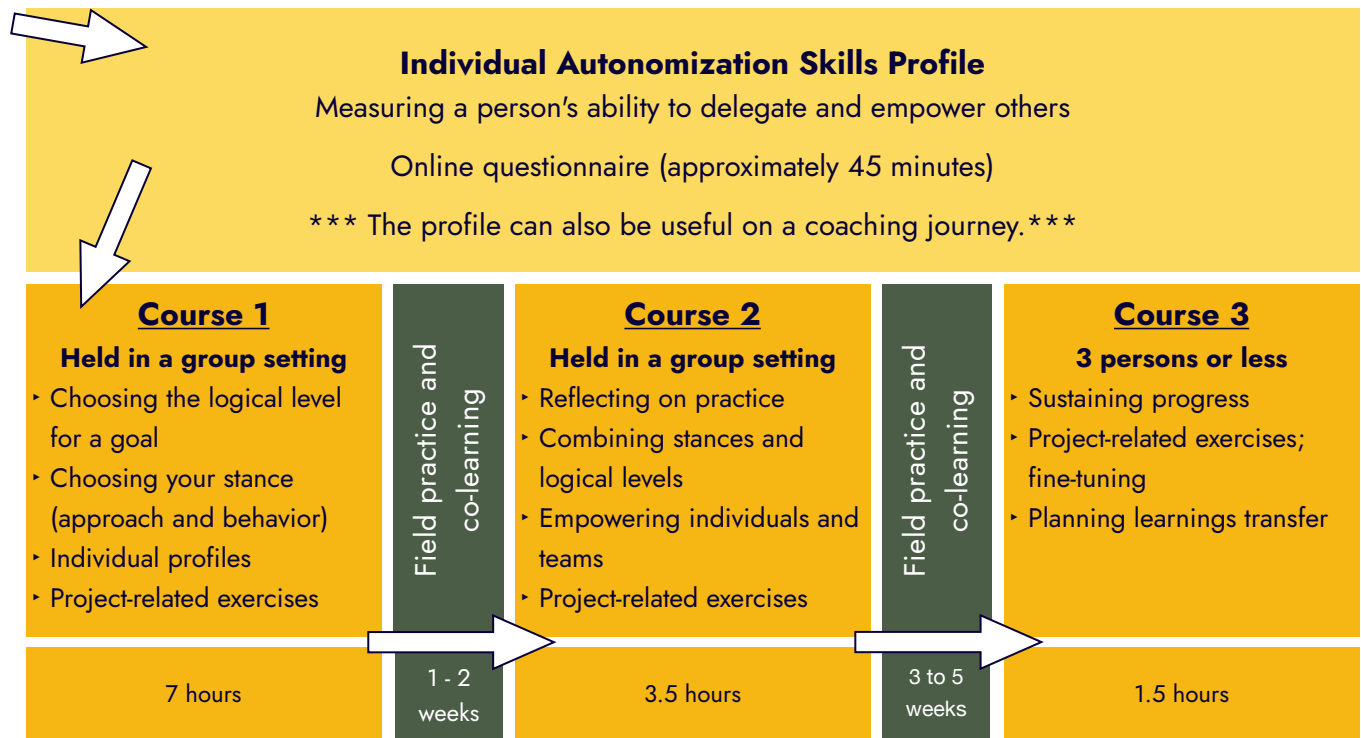
- ★ Outside consultants
- ★ Managers and leaders at all levels
- ★ Steering committees

LEARNING OBJECTIVES

Mastering skills for empowering individuals and teams

- ★ Choosing the adequate logical level for your interventions
- ★ Adopting the best stance according to the situation
- ★ Planning effective delegation processes

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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A new look at delegating, empowering and fostering collective intelligence

ADVANTAGES

- ▶ Emphasis on learning transfer towards actual projects before and during the training program
- ▶ Each participant receives the eBook THE ART OF AUTONOMIZING
- ▶ 12 hours of training
 - ▶ 10.5 hours of training in group settings over two weeks
 - ▶ 1.5 hours of mentoring in small-team setting (3 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

REFERENCE LIST

PELLERIN, François, *The Art of Autonomizing: A New Perspective on Delegation, Empowerment, and Organizational Intelligence*, 2024, inspired by 25 years practicing organizational psychology and 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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