

AUTONOMIZING YOUR LEARNING ORGANIZATION

The art of empowering organizational intelligence

The AUTONOMIZING approach provides excellence in delegation

Acting on collective intelligence for a strong and positive impact on performance, work climate, communication, labor costs, staff retention, employee and client satisfaction, and several systemic issues contributing to your organization's success.

FOR

- ★ External consultants
- ★ Managers and leaders at all hierarchical levels
- ★ Steering committees

LEARNING GOALS

Knowing how to root a learning organizational culture

- ★ Recognizing current culture, strengths and challenges
- ★ Plan and succeed in your systemic change
- ★ Continuously improve your intelligent organization



OVERVIEW

Organizational profile

Online questionnaire, for the management team and key stakeholders

A brief description of the organization and its current organizational model

1. Reflection

- Determining cultural goals
- Learning and adapting the change management model
- Identifying key projects
- Evaluating your 5 essential levers for systemic change

Preliminary reflection
done in the field

7 h

3 to 6
weeks

2. Engagement

- Reviewing phase 1
- Overviewing the project
- Engaging and empowering stakeholders
- Drawing up action and communication plans
- Improving the 5 essential levers

Preparation and Start-up
done in the field

7 h

5 to 12
weeks

3. Transformation

- Reviewing phases 1 & 2
- Project launching
- Writing a preliminary report
- Implementing key projects
- Maintaining the 5 essential levers

7 h

4. Autonomization

Monitoring and Reframing
Sustaining cultural change

7 h

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METHODOLOGY

- ▶ Strong emphasis on experiential and field learning;
- ▶ Practice on the participant's organizational projects throughout the program;
- ▶ Courses are given individually or in natural teams of internal leaders or of consultants;
- ▶ People learn together, coach each other and develop their ability to pass on these competencies.

PROGRAM BENEFITS

- ▶ 28 hours of training with a strong emphasis on transfer of learning throughout
- ▶ A copy of the eBook
- ▶ Individual Autonomization Competency Profile for each participant
- ▶ Profile of current organizational model
- ▶ Tools for training stakeholders, and for planning actions and communication.
- ▶ Virtual or on-site activities; there is a fee for the on-site option.
- ▶ Optional individual coaching: ask for 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:

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 - ▶ GOLEMAN Daniel, *Working with Emotional Intelligence*, Bantam Books, 1998, 400 p.;
 - ▶ SENGE, Peter M., *The Fifth Discipline: The Art and Practice of the Learning Organization*, Doubleday Currency, 1990, 424 p.
 - ▶ SENGE Peter, ROBERTS Charlotte, ROSS Richard, SMITH Bryan, KLEINER Art, *The Fifth Discipline Fieldbook: Strategies for Building a Learning Organization*, John Murray Press, 2011, 608 p.
- ... and several others.

Pour plus de détails, communiquer avec

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