

# Training OFFER



**NOVA**CONCEPT

animer le savoir • designing knowledge



# Novaconcept: one team, one mission, endless possibilities

Our training offer is **tailored to meet the evolving needs** of individuals and organizations.

Discover our **extensive range** of workshops, courses and training modules available in **self-paced, virtual and classroom formats**.

GIVE YOUR TEAMS THE NOVACONCEPT EXPERIENCE, WHERE DYNAMISM AND INNOVATION TAKE CENTER STAGE.

**Development pathways | Collaborative and experiential workshops |  
E-learning, simulations, serious games | Corporate conferences**

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## For everyone

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- Digital modules



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## Corporate conferences



# Major development pathways for impactful managers and leaders

Classroom or virtual,  
combined with self-  
paced online activities

## Leadership program for supervisors and team leaders

**Program for first-level leaders**



33 hr of group workshops



Spanning over 7 months

## The power of transition: becoming an inspirational leader

**For new managers**



15 hr of group workshops



Spanning over 4 months

## Cultivating feminine leadership

**For everyone**



15 hr of group workshops



Spanning over 4 months

## Action leadership For front-line leaders



33 hr of group workshops



Spanning over 7 months

## Influential leadership

**For leaders without direct authority**



15 hr of group workshops



Spanning over 3 months

## Impactful leadership For middle management



30 hr of group  
workshops



Spanning over 6 months

## Management and governance For executive managers



27 hr of group workshops



Spanning over 6 months







# In-house and ready-to-go training programs

for well-equipped managers and leaders

## Short-term collaborative workshops

### **Transform the way your team works - 2 x 3 hr**

Adapting to change with agility to foster engagement

### **Effective collaboration with remote teams - 2 x 3 hr**

Facilitating remote collaborative work for greater team synergy and productivity

### **Work climate: everyone's responsibility and obligation - 3.5 hr**

Putting an end to incivility through sound and sustainable management practices

### **Strategic thinking and communication - 3 x 3 hr**

Developing a strategic understanding of your environment

### **Talent management: maximize potential - 2 x 3 hr**

Attracting and developing talent and maximizing their full contribution

### **Be a change leader - 3 hr**

Engaging and mobilizing teams for better ownership and management of change

### **Managing performance and contribution - 2 x 3 hr**

Embracing positive practices for sustainable performance

### **Inclusive leadership - 2 x 3 hr**

Integrating the concepts of equity, diversity and inclusion with a focus on cultural evolution

### **Become a coach leader - 2 x 3 hr**

*(offered in partnership with Coaching de Gestion)*

Embracing inspirational leadership, promoting team accountability and autonomy

### **Team motivation - 3 x 3 hr**

Developing a lasting sense of belonging thanks to our recognized mobilization pillars

### **Ethical leadership - 2 x 3 hr**

Setting an example and assessing the ethical consequences of decisions





# In-house and ready-to-go training programs

for everyone, as a team

Classroom or  
virtual

## **Beyond diversity: the contribution of difference - 3 hr**

Leveraging the richness of diversity in your teams and breaking the cycle of exclusion

## **Interaction management and communication - 2 x 3 hr**

Optimizing collaboration through impactful communication

## **Strategic thinking and communication - 3 x 3 hr**

Gaining perspective to innovate and communicate better on a daily basis

## **Political awareness and strategic influence - 3 x 3 hr**

Becoming a strategic and influential player at an organizational level

## **Work climate: everyone's responsibility and obligation - 2.5 hr**

Creating a safe and healthy work environment for your teams

## **Innovation and doing things differently - 2 x 3 hr**

Promoting creativity and continuous improvement to break new ground

## **Impactful presentation and interaction - 4 x 3 hr**

Feeling at ease and confident in presentations and interactions

## **Customer service and complaints management - 2 x 3 hr**

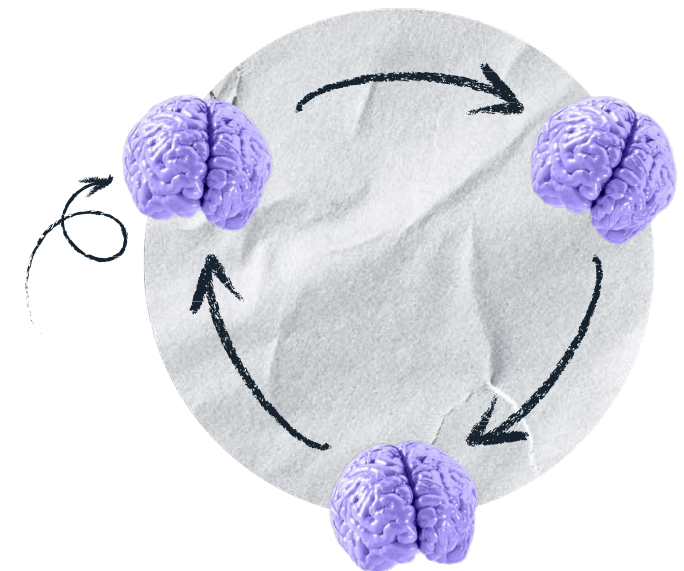
Skillfully and effectively managing interactions and defusing challenging situations

## **Increase your impact as a consultant - 3 x 2.5 hr**

Transitioning from expert to strategic partner

## **Emotional intelligence - 2 x 3 hr**

Embarking on a journey of self-discovery to better manage emotions and relationships in daily life





# Digital modules

for all professions

Self-paced  
format

## HEALTHY WORKING RELATIONSHIPS

**Working with civility**  
approved by CRHA - **2 hr**  
(in 6 modules)



### **Program for available managers**

Raise awareness and equip your team with the positive impact of civility on team climate

**Civility at work:  
everyone's responsibility  
(video) - 45 min**

Raising collective awareness of the importance of taking action

**Humanizing your  
interpersonal  
relationships - 1 hr**

Developing authentic, human relationships at work

## WORKPLACE EFFICIENCY

**Meeting overload: the antidote - 75 min**  
(in 5 modules)

Adopting various means to reduce the number of meetings and make them more efficient

**On schedule: just in time - 2.25 hr**  
(in 3 modules)

Managing your time and priorities more effectively in today's fast-paced world

**Many other products  
are available!**  
CONTACT US TO FIND OUT MORE  
ABOUT OUR COMPLETE RANGE.





# Training for HR and organizational development teams

Classroom  
or virtual

## EMPLOYEE EXPERIENCE

### Attracting and retaining talent - 2 x 3 hr

Becoming better equipped for job interviews, integrating new resources and managing talent

### Recruitment: best practices - 3 hr

Discovering trends in recruitment practices in times of talent shortage

### On-boarding a new employee: successful integration - 3.5 hr

Discovering the key components and stages of an engaging integration process



## TEAM TRAINING

### Training the trainers - 2 x 3 hr

Maximizing your comfort level while delivering training that optimizes learning transfer

### Coaching in action and task-based training - 2 x 2.5 hr

Strengthening your stance as a field support coach to accelerate skills development

### Facilitator training - 2 x 2.5 hr

Acquiring the skills needed to facilitate experiential workshops

### Training design - 3 x 2.5 hr

Experimenting with methodologies for designing impact workshops and training programs

## CONSULTING ROLE

### Increase your impact as a consultant - 3 x 2.5 hr

Enhancing your credibility and influence as a business partner

### Facilitating co-development activities - 2 x 3 hr

Developing the skills and mindset required to facilitate effective co-development workshops







# Corporate conferences

Duration: 30 to 90 minutes

Classroom  
or virtual

Themes focusing on inspiration, energy, and enjoyable moments of insight

## FOR MANAGERS AND LEADERS

### **Beyond labels:**

humanizing generations at work

### **Create synergy**

within your teams

### **Overseeing the integration of artificial intelligence**

in the workplace

On the way to a **unique employee experience**

### **Managing complexity:**

innovating and learning in an age of uncertainty

**Guiding talent** to reach new heights

**Hybrid management:** an opportunity to rethink the organization of the future

**Attracting and retaining talent**

### **Harnessing diversity:**

innovation through inclusive management

**Exercising management rights** in a unionized environment

**Work climate:** everyone's responsibility and obligation

**The courage to act** in management

### **Inclusive leadership:**

the role of women in male-dominated sectors

**The skills of the leader** of tomorrow

### **Greater self-awareness for effective leadership:**

mastering influence through the coherence of our paradoxes





# Corporate conferences

Duration: 30 to 90 minutes

Classroom  
or virtual

FOR EVERYONE

**Developing resilience**  
for workplace well-being

**Investing in a distinctive  
customer approach** for  
lasting relationships

**Preventing and handling difficult  
customers:** manage hostile  
situations effectively

**Reinventing professional  
training:** future trends and  
practices



# Designing knowledge



## Our AGENCY

7236 Waverly Street, suite 224  
Montréal (Quebec), Canada H2R 0C2  
Tel. 514 845-1222  
[infos@novaconcept.com](mailto:infos@novaconcept.com)

## Follow US

[novaconcept.com](http://novaconcept.com)

