

Training OFFER



NOVACONCEPT

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 Workshop
E-learning, Simulations, Serious Games | Corporate Conferences**

Contents



For Managers and leaders

- Major development programs
- Ready-to-use group training sessions, delivered in-person or virtually
- E-learning training in the form of digital modules

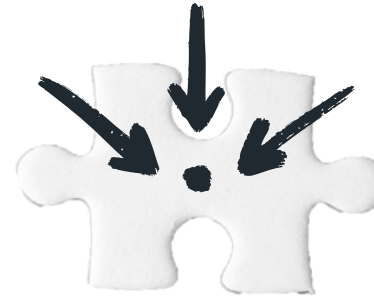


For Everyone

- Ready-to-use group training sessions, delivered in-person or virtually
- E-learning training in the form of digital modules
- Corporate conferences



For HR and Organizational Development teams






For Managers and Leaders


Major development pathways

Classroom
or virtual

Leadership for Supervisors and Team Leaders

For frontline leaders


 33 h of group workshops


 Spanning over 7 months



Leadership for Transitioning into a Management Role


For new managers


 15 h of group workshops

 Spanning over 4 months

Action Leadership


For frontline leaders


 33 h of group workshops

 Spanning over 7 months

Influential Leadership

For leaders without direct authority


 15 h of group workshops


 Spanning over 3 months



Impactful Leadership


For middle management


 30 h of group workshops

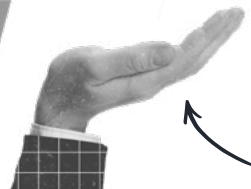
 Spanning over 6 months

Strategic Consulting

For strategic leaders

 40 h of group workshops

 Spanning over 8 months





For Managers and Leaders

Ready-to-use group training sessions, delivered in-person or virtually

Classroom
or virtual

SHORT-TERM COLLABORATIVE WORKSHOPS

Become a Coach Leader – 2 x 3 h

*(offered in partnership with
Coaching de Gestion)*

Embracing inspirational leadership, promoting team accountability and autonomy

Ethical Leadership – 2 x 3 h

Setting an example and assessing the ethical consequences of decisions

Inclusive Leadership – 2 x 3 h

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

Short-term Collaborative Workshops – 3 x 3 h

Developing a lasting sense of belonging through recognized engagement pillars

Impactful Presentation and Interaction – 4 x 3 h



Developing confidence and impactful communication to engage and inspire your audience

Talent Management: Maximize Potential – 2 x 3 h

Attracting, developing talent and maximizing their full contribution

Work Climate: Everyone's Responsibility and Obligation – 3 h 30

Putting an end to incivility through sound and sustainable management practices

Teamwork and Conflict Prevention – 3 h

Encouraging positive collaboration and building reflexes to prevent and resolve team tensions

Be a Change Leader – 3 h

Engaging and mobilizing teams for better ownership and management of change situations

Managing Performance and Contribution – 2 x 3 h

Embracing positive practices for sustainable performance

Strategic Thinking and Communication – 3 x 3 h

Developing a strategic understanding of your environment

Practical Workshop: Engaging Feedback – 2 h 30

Developing the art of giving and receiving feedback in a constructive, authentic, and engaging way



For Managers and Leaders

E-learning courses in the form of digital capsules

Self-paced
format

HEALTHY WORKING RELATIONSHIP

Working with Civility - Program for Managers

approved by CRHA – 2 h
(in 6 modules)

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



Civility at Work: Everyone's Responsibility (video) – 50 min

(5-modules program, with Mr. Gilles Demers)

Raising collective awareness
of the importance of taking action

Managing Communication and Interactions – 2 x 3h

Adopting effective and empathetic
communication to strengthen the quality
of your relationships with your team

Mental Health and Leadership: Acting on Psychosocial Risk – 65 min

(5 learning modules)

Backed by certification from the Mental Health
Commission of Canada and enriched with
real managers' experiences, our expert shares
practical and impactful strategies



For Managers and Leaders

E-learning courses in the form of digital capsules

Self-paced
format

ESSENTIAL SKILLS FOR TEAM MANAGEMENT



From Bravery to Victory: the Path of a Team Leader – 30 min

Build the confidence to handle sensitive conversations, take clear positions, and act with consistency

Communicating with Impact and Care – 1 h

Developing authentic and human-centered relationships with your team

Leader Coach Tools – 40 min

(5 modules program)

Benefitting from expert advice on practical coaching tools designed to transform everyday leadership

Leading Through Change – A Human, Practical, and Sustainable Approach – 40 min

Support your teams through change with a structured yet human approach that drives buy-in and commitment

Digital literacy: Demystifying AI – 30 min

(1 module program)

Exploring the impacts of AI while discovering practical uses and ethical guidelines for responsible and strategic integration

Decoding Unconscious Bias: Better Understand to Act Better – 20 min

(1 module program)

Discovering concrete strategies to foster fairer decisions and building an inclusive and equitable team culture

Effective Feedback – 20 min

(1 module program)

Learning how to provide clear and constructive feedback to support growth, engagement, and performance





For Managers and Leaders

E-learning courses in the form of digital capsules

Self-paced
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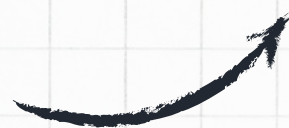
SELF-REFLECTION CAPSULES AVAILABLE



**In addition to our training programs,
several self-reflection capsules
are available.**

Explore a variety of key personal, relational, and emotional skills relevant to the workplace, supported by concrete prompts that help you apply your learning in your day-to-day work

- **Visionary Leader: Self-Reflection – 20 min**
- **My Conflict Resolution Style: Self-Reflection – 15 min**
- **and More!**





For Everyone

Ready-to-use group training sessions, delivered in-person or virtually

Classroom
or virtual

SHORT COLLABORATIVE WORKSHOPS

Emotional Intelligence – 2 x 3 h

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

Staying Agile in Times of Change – 3 h

Adopting a Flexible and Proactive Mindset to Better Navigate Uncertainty

Strategic Thinking and Communication – 3 x 3 h

Gaining perspective to innovate and communicate better on a daily basis

Political Awareness and Strategic Influence – 3 x 3 h

Becoming a strategic and influential player at an organizational level

Work Climate: Everyone's Responsibility and Obligation – 2,5 h

Creating a safe and healthy work environment for your teams

Innovation and Doing Things Differently – 2 x 3 h

Promoting creativity and continuous improvement to break new ground

Impactful Presentation and Interaction – 4 x 3 h

Feeling at ease and confident in presentations and interactions

Customer Service and Complaints Management – 2 x 3 h

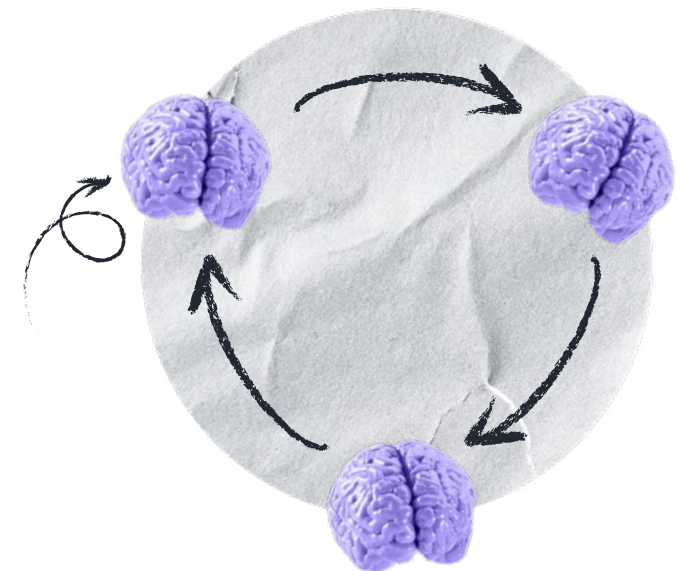
Skillfully and effectively managing interactions and defusing challenging situations

Partnership, Consulting Role, and Influence – 7 h + 3 x 3 h

Transitioning from expert to strategic partner

Beyond Diversity: the Contribution from Differences – 3 h

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





For Everyone

E-learning training in the form of digital capsules

Self-Paced
Format

HEALTHY WORK RELATIONSHIPS

Working with Civility



Approved by CRHA – 2 h

(6-modules program)

Raising awareness and equip your teams on the positive impact of civility on team climate



Expert Capsule: Civility, Obligation, and Responsibility of All – 50 min

(5-modules program,
with Mr. Gilles Demers)

Raising collective awareness
of the importance of taking action

Working and Collaborating in a Hybrid Mode – 20 min

(1-module program)

Navigating better by developing
practices that foster autonomy, trust,
and team cohesion

Communication with Impact and Care – 30 min

(3-modules program)

Developing authentic and human
relationships at work

Emotional Intelligence: The Power to Act Differently – 20 min

(1-module program)

Recognizing the importance and
impact of emotional intelligence
to better manage your emotions
and interact with empathy

Decoding Unconscious Biases: Better Understand to Act Better – 20 min

(1-module program)

Discovering strategies to encourage fairer
decisions and foster an inclusive
and equitable team culture





For Everyone

E-learning training in the form of digital capsules

Self-Paced
Format

SELF-REFLECTIONS

Visionary Leader: Self-Reflection – 15 min

*(1-module program, including
development pathways)*

Better identify your reflexes in order to
highlight concrete development opportunities

My Conflict Resolution Style: Self-Reflection – 15 min

*(1-module program, including
development pathways)*

Taking a step back on your personal
style through realistic scenarios
and guided questions

Communication Style Quiz – 20 min

*(1-module program, including
development pathways)*

An interactive tool to explore natural
preferences through scenarios
and guided reflections



WORK EFFICIENCY

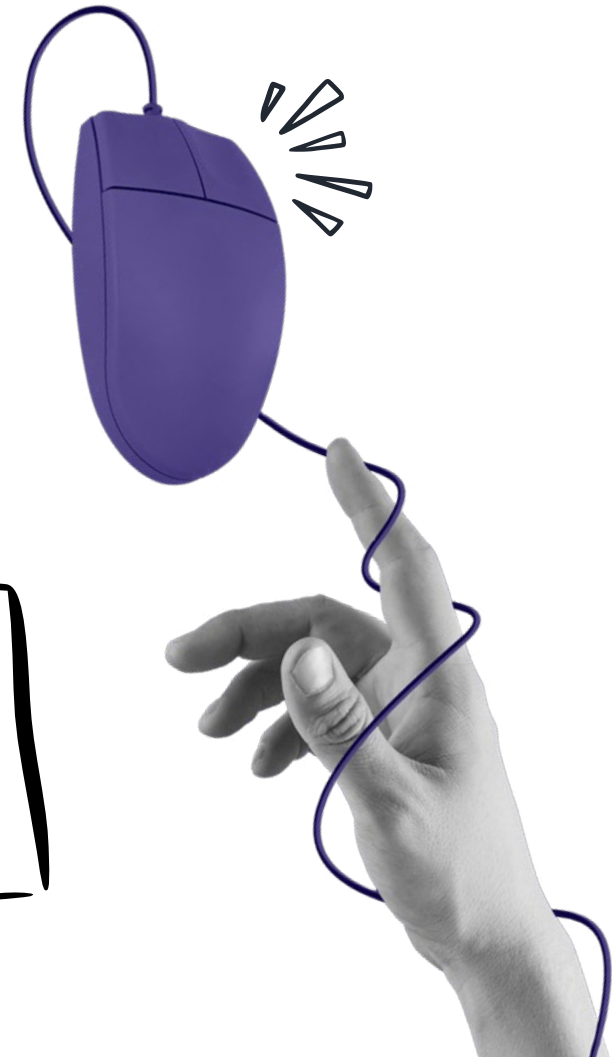
Meeting Overload: the Antidote – 75 min

(in 5 modules)

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

On Schedule: Just in Time – 2,25 h *(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



For Everyone

Corporate conferences

Classroom
or virtual

CONFERENCES THAT INSPIRE, ENGAGE, AND MAKE A DIFFERENCE!

DURATION: 60 TO 90 MINUTES

Work Climate:

Everyone's responsibility and obligation

The Courage to Act in Management

Transforming discomfort into impact



Why Engagement Doesn't Work?

Deconstructing myths to take better action

Overseeing the Integration of AI in the Workplace

Combining ethics, humanity, and innovation

Managing Complexity:

Innovating and learning in an era of uncertainty

Managing Talent Towards New Heights

From potential to performance

Hybrid Management:

Aligning flexibility and efficiency

Attracting and Retaining Talent

Welcoming, engaging, retaining

The Contribution of Difference:

Innovation through inclusive management

Exercising Management Rights in a unionized context

Customer-Centered Approach

Building long-term relationships

Inclusive Leadership:

The place of women in male-dominated sectors

Better Self-Knowledge for Better Leadership:

The keys to influence through the coherence of our paradoxes





HR Teams, Training & Organizational Development

Ready-to-use group training sessions, delivered in-person or virtually

Classroom
or virtual

EMPLOYEE EXPERIENCE

Attracting and Retaining Talent – 2 x 3 h

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

Recruitment: Best Practices – 3 h

Discovering trends in recruitment practices in times of talent shortage

On-Boarding a New Employee: Successful Integration – 3,5 h

Discovering the key components and stages of an engaging integration process

TEAM TRAINING

Training the Trainers – 3 x 3 h

Maximizing your comfort level while delivering training that optimizes learning transfer

Coaching in Action and Task-Based Training – 2 x 2,5 h

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

Training Design – 3 x 2,5 h

Experimenting with methodologies for designing impact workshops and training programs

CONSULTING ROLE

Increase your Impact as a Consultant – 7 h + 3 x 3 h

Enhancing your credibility and influence as a business partner

Facilitating Co-development Activities – 2 x 3 h

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



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