



# Shiftmaker course 2021-2022

## Level 2

### TRANSFORM YOUR ORGANISATION BY ANCHORING YOUR 'SHIFTMAKER' POSTURE

Throughout the five modules of this training, you are invited to pursue your identity transformation towards the Shiftmaker posture in three dimensions:

- Individual ;
- Collective ;
- Organisational.

It is a journey to learn about:

- to develop **the identity dimension of a group** (values & managerial culture);
- working on **your way of "being together"**;
- to **accompany the "doing together"**, i.e. **the management of the collective** (governance, organisation, collective intelligence);
- developing other **"ways of being a Shiftmaker"**, thinking or deciding using your other resources such as intuition.

You will understand the transformations that companies need to adapt and how they need to reinvent themselves in our changing world: new challenges, systems and humanly sustainable performance.

We cover, among other things, techniques for managing autonomous teams, processes that support the liberation of companies, organisational development and collective intelligence.

### APPROCHE & THÈME

- Orchestrating the processes necessary for transformation :
  - **Twin-coaching** : 2 coaches (one in alliance with the leader and one in alliance with the team) :
    - Putting the leader at the origin of an inspiring vision ;
    - Encourage buy-in and ownership by the teams;
  - The **"stracciatella" approach** : an organic approach based on a "transversal" logic as opposed to the "white lady" effect (a top-down approach that never reaches the bottom layers!);
  - The **cooptation** : rely on volunteers who can bring about change, ideally across departments and hierarchies;

- **Integrative support** : hard and soft, individual and collective.
- Leading the work on the **governance** of the organisation:
  - Bringing out an inspired/inspiring vision;
  - In the service of what strategy?
  - What is the stage of maturity of the organisation?
  - How to foster the deployment of collective intelligence?
- Define and make explicit the collective culture at the service of the ambition :
  - Definition and diagnosis ;
  - How to be together?
  - Values, learnings to be achieved.
- The **Shiftmaker posture** :
  - Identity work: continue to know oneself better;
  - Bringing out your personal vision;
  - Develop your skills to lead, accompany, train & facilitate in "twin-coaching";
  - Develop your intuitive and spiritual skills.

## EXAMPLES OF TOOLS

- Pairs of operating principles (transforming principles and structuring principles);
- The delegated meeting;
- The 3 stages of an organisation;
- The 4 alignments to be made for a sustainable transformation;
- Cooptation;
- HR processes in 3 stages;
- Values: tools and methods;
- Visioning: the process of co-creating an inspiring vision;
- The PAF (Present/Action/Future): declining a vision/strategy and creating commitment; -
- The 6 logical levels of a vision;
- The individuation process (integration of the shadow);
- The compass of transformation;
- The mourning loop.

## PRACTICAL DETAILS

- 5 modules of 2.5 days;
- 4 working groups ;
- 4 group supervisions;
- 1 self-assessment process developed in co-responsibility.

The rhythm of 1 module every two months allows for integration and depth. At each module, we co develop the processes with the participants. Group management processes such as restitution, feedback, inclusion and meta-positioning form the basis of our pedagogy.

On an ongoing basis, we shed light on what is happening in the group so that everyone develops their ability to understand a group, to question themselves and to develop the autonomy of the participants.

In a more general way, as in level 1, we make the participants experience the devices that we use in companies undergoing transformation.

## PREREQUISITES

- Have at least 5 years of professional practice in a company;
- Be certified as a "Shiftmaker - level 1" or demonstrate an equivalent (training hours with certification);
- Selection interview with Isabelle Dubois.

## TRAINERS

Your trainer for the course: **Isabelle Dubois**. She will be accompanied, according to the themes of the different modules, by resource teachers.

**PLACE :** Brussels

 <b>Module's dates</b>	 <b>Timing</b>	 <b>Price list</b>
<ul style="list-style-type: none"><li>• 1, 2 and 3 December 2021</li><li>• 19, 20 and 21 January 2022</li><li>• 16, 17 and 18 March 2022</li><li>• 4, 5 and 6 May 2022</li><li>• 29, 30 June and 1 July 2022</li></ul>	<ul style="list-style-type: none"><li>• Wednesday: 6.30pm-9pm</li><li>• Thursday: 9am - 6pm</li><li>• Friday: 9am - 5pm</li></ul>	<p><b>6.850€ HTVA</b> per person</p>

Meals and accommodation are not included in the price.

## REGISTRATION & INFORMATION

You can register by email: [info@butterflyandco.eu](mailto:info@butterflyandco.eu).

Information on the workshop by email or by phone at +32 478 65 20 91.

A deposit of 1,000 euros will be required to validate your registration.



### Good to know

If your company is located in the Brussels region, you can receive a training allowance of between 40% and 70% (under certain conditions).

More information on :

[http://werk-economie-emploi.brussels/fr\\_FR/prime-formation](http://werk-economie-emploi.brussels/fr_FR/prime-formation)

This training can also be tailored to your company!