



**For EMPLOYEES, all functions**

**STARTING off on the right foot**  
**Progressing in OPERATIONAL**

**By phone or videoconference,...**

**(AcS01)**

Accompanying an employee, as an individual, in a **high-stakes job evolution**, in case of **demotivation** or to **help him/her take back his/her team in hand**.

In order to answer quickly to the need of evolution, a **CUSTOMIZED** solution is required.

**We propose an individual support**

## **Progressing in OPERATIONAL**

**Overall duration : 12 to 20 hours**

**Some examples of challenges to be taken up :**

- ✓ Accessing your resources and knowing how to take distance in delicate situations.
- ✓ Becoming an actor in a context of change and adapting one's behaviours
- ✓ To rectify a situation that appears compromised or difficult.
- ✓ Integrate structural or organizational changes and have them accepted by employees.
- ✓ Develop leadership skills.
- ✓ Bounce back, innovate, think outside the box,...
- ✓ Be vigilant facing recurring tensions, anticipate conflicts, restore more peaceful relationships.
- ✓ ...

### **What to do specifically ?**

As an HR or Line Manager, first of all, contact us to clearly present the situation :

context of the employee's work  
elements / facts that led to the decision of this request  
who initiated the request  
is the person concerned informed ? voluntary? .

We choose the Consultant and send him/her the information in our possession, **determine the overall duration** of the coaching and send you a proposal with a quotation.

If in need of more information, we schedule a call between the Coach and the Coachee.

**The total number** of hours is fixed and will be divided into sessions (**by phone or videoconference**) ; their duration and frequency are decided from one session to the next, depending on the inter-session objectives.



**Call Eva DEPECKER in France + 33 6 50 19 18 78** or via BOTIM

**Yacine BABAAMER in Dubai + 971 56 213 99 60** or via BOTIM

**By mail [contact@iehp-int.com](mailto:contact@iehp-int.com)**