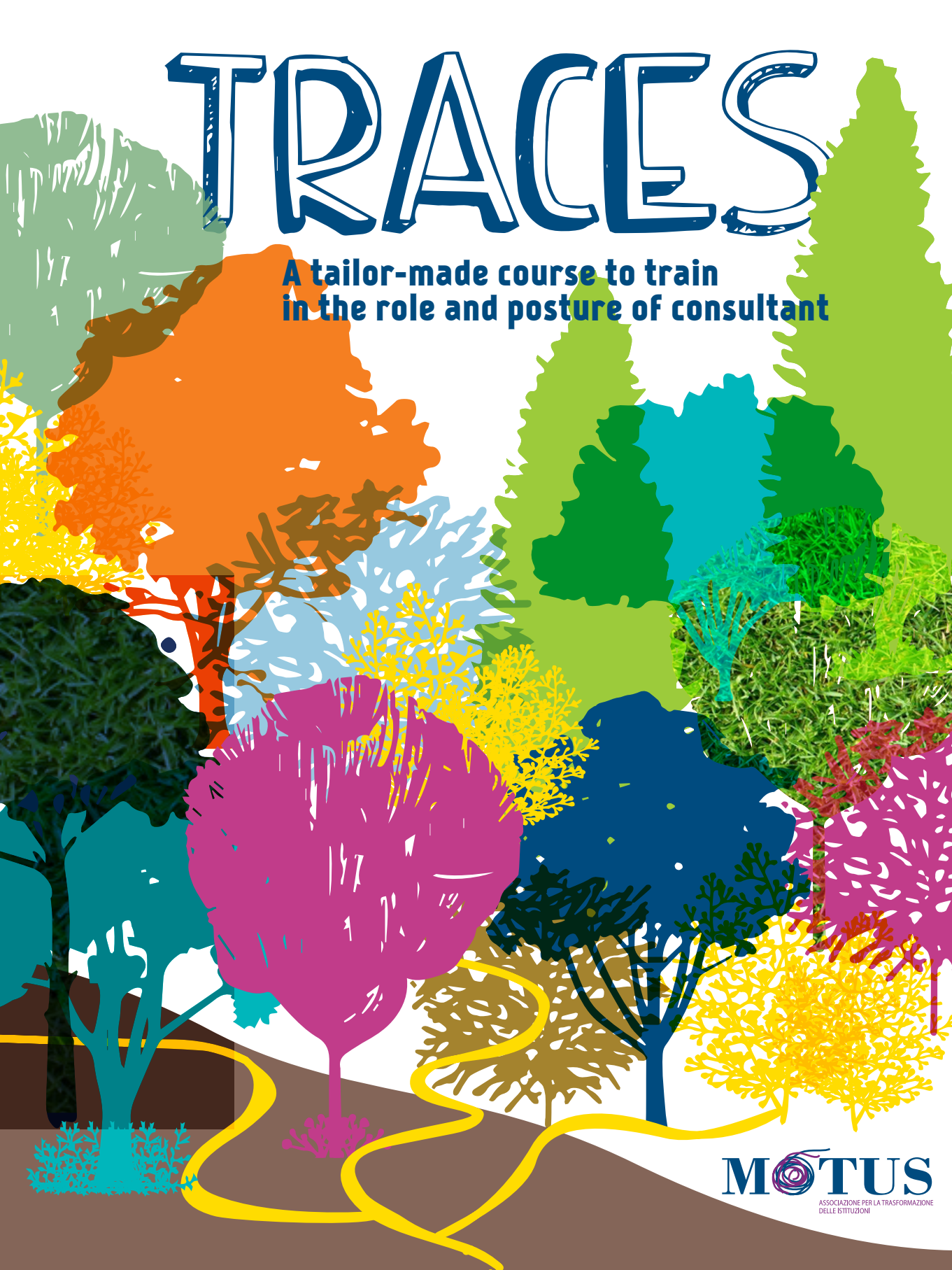


TRACES



**A tailor-made course to train
in the role and posture of consultant**

A training to hold the role and posture of consultant:

- > **A theoretical framework and a structuring methodology, *group dynamics*:** combining the analysis of complex human dynamics with the sense of concrete action
- > **A solid and adaptable course,** which takes into account the achievements and objectives of each member
- > **A dense program** and a follow-up with precise deontology to enable you to acquire real professionalism with your clients, external or internal ones
- > **A great diversity of learning-by-experience situations:** individually, collectively, as a member of a group or as a consultant of it, in an intercultural context
- > **A professional association that accompanies you** by providing methodological and practical reference points, an international network and a tailor-made follow-up with your clients
- > **Opportunities to build together after the training:** staff of group dynamics conferences, mission follow-up, joint missions

A tailor-made training: choosing 3 levels that meet your needs

1

Change advisor:

knowing how to put oneself in a listening position in order to then formulate recommendations, design programs and action plans to be offered to the client

Consultant in transformation:

better understanding organizations and teams: functioning, diagnosis, organization, strategy, in order to then trigger their transformation

2

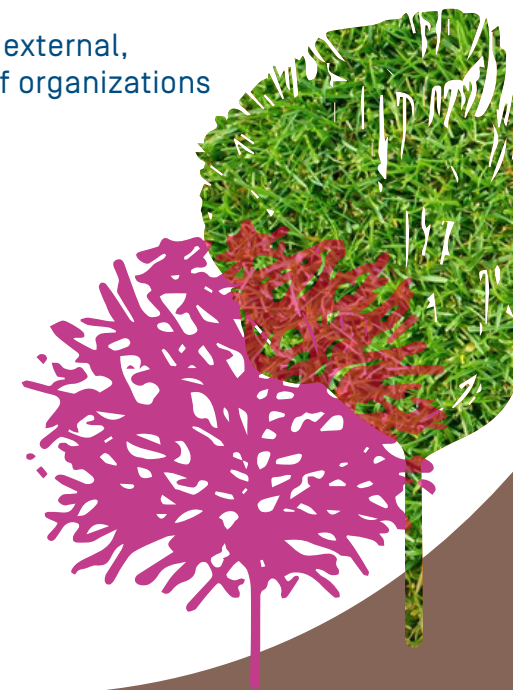
3

Executive coach:

acting as a coach, either internal or external, accompanying the transformation of organizations

Programs: the 3 levels

A prior discussion with the program staff will allow you to better define which level matches your needs. It remains possible, after the start of the training, to redefine the targeted level together.



1

Change advisor



HOW TO PUT ONESELF
IN A LISTENING
POSITION IN ORDER
TO THEN FORMULATE
RECOMMENDATIONS,
DESIGN PROGRAMS
AND ACTION PLANS
TO BE OFFERED
TO THE CLIENT

For

- > Consultants with technical expertise: quality, IT, ethics, auditors, etc.
- > Trainers designing trainings
- > Project managers, team managers
- > Liberal professions, independent workers: accountants, lawyers, architects

Skills to acquire

1. The theoretical bases of the relationship with the other
2. Putting oneself in a listening and welcoming position, without prejudice or pre-conceptions; knowing how to question your interlocutor and not be assertive
3. Becoming aware of the importance and place of the reciprocal emotions at stake during this questioning: recognizing them in order to contain them and promote dialog
4. Knowing how to delimit the issues that one can welcome and what must be addressed elsewhere
5. Understanding what is truly at stake, knowing how to restate it with one's added value and presenting the different possibilities to the client in a relevant manner

Program's elements

Level 1 workshop: an in-person 4-day training workshop [details in the separate program]

A short residential group dynamics **conference**

Passo: a cycle of 6 one-to-one consultations with a Motus consultant to work on a dedicated individual issue related to taking on one's role

An evaluation jury: verifying the proper skills' acquisition and validating the level reached

For

- > Consultants in direct touch with the client: strategy consultants, organizational ones, communication or marketing advisors
- > Statutory auditors, audit managers, controlling managers, transformation project managers
- > Company directors, department managers
- > Board members

Skills to acquire

1. Being able to read a situation as a whole: strategic, political and relational dimensions
2. Understanding this situation taking into account the psychological elements present
3. Strengthening one's understanding of the dynamics at stake in the relationship with the other, especially what is often not expressed but strongly influences interactions between people
4. Learning to "contain oneself": making sure that some of our reactions are not the projection of our personal situation onto the client
5. Mobilizing these insights to trigger a deeper and more lasting transformation of the entity

Program's elements

Level 1 and Level 2 workshops: two in-person 4-day training workshops [details in the separate programs]

A long residential group dynamics **conference**

An individual accompaniment with your mentor on your learning of the methodology: 6 meetings

The Dynastrat: an assessment questionnaire to better know your professional energy preferences and to better understand the relationship to your environments

An evaluation jury: verifying the proper skills' acquisition and validating the level reached

2

Consultant in transformation



BETTER
UNDERSTANDING
ORGANIZATIONS
AND TEAMS:
FUNCTIONING,
DIAGNOSIS,
ORGANIZATION,
STRATEGY
IN ORDER TO THEN
TRIGGER THEIR
TRANSFORMATION



3

Executive coach



BECOMING AN EXECUTIVE COACH AND CONSULTANT IN TRANSFORMATION OF ORGANIZATIONS

For

- > Consultants, liberal professions, mentors, trainers
- > Company directors, top managers, business unit managers, Human Resources Directors

Skills to acquire

1. Understanding the methodology of a consultant in group dynamics as a whole as well as the precise concepts which contribute to it
2. Knowing how to use the methodology and hold the posture and the role of consultant in transformation of organizations: mobilizing the emotions and the psyche to set in motion the concrete action
3. Knowing oneself well enough to discern one's own blockages, projections and ambivalence in the relationship with the other(s) in order to contain them, learning the ethics of one's role
4. Reading a human system in its different dimensions: political, psychic, spiritual, libidinal by mobilizing the elements of unconscious reading in order to provide a global insight
5. Accompanying a client or an organization from the definition of their need until the end of the accompaniment

Program's elements

Level 1, Level 2 and Level 3 workshops: three in-person 4-days training workshops [details in the separate programs]

Attending the Motus "Application" course is required: 2 qualifying conferences and 2 short "Application Level" training conferences [course details available from Motus]

An individual coaching with your consultant to review your learnings: 12 meetings

The Dynastrat: an assessment questionnaire to better know your professional energy preferences and to better understand the relationship to your environments

Participation in Passo program staff meetings: to attend the Passo program consultants' meetings for one year (as an observer and, if necessary, benefiting from a supervision in the work with a client)

The intervision working pair: working with another member of the training staff, in particular on the principle of mutual consultation

An evaluation jury: verifying the proper skills' acquisition and validating the level reached

Methodology

The strengths of this training are: a structured theoretical framework, a tailor-made program, conceptual and practical tools allowing to be in a situation of effective consultation, a diversity of experiences, an international association that can accompany you on a long-term basis, a solid methodology. Motus's approach, *the transformation of organizations*, originates from the tradition of Group Relations. It uses psychological and sociological reflections that come from *group dynamics*. **Its central idea is that conscious and unconscious emotions contribute to structuring organizations.** The development of this way of thinking is associated with the work of Wilfred Bion (1961) that describes and explains the conscious and unconscious processes in the functioning of groups.

Today this approach has become interdisciplinary, it studies the link between the psyche and behavior in human groups. Taking into account the dynamics of groups is what makes it possible to carry out an in-depth work for the transformation of organizations. Motus is one of the international institutions sharing the following hypothesis: **transformation is real and sustainable when we can go beyond rational thinking processes, using the reflection on our individual and collective experiences, anchored in emotions.**



Practical elements

Dates and locations of the workshops

This training program has been designed to be tailor-made for each member, based on their past experiences and on their own objectives; the calendar of dates for Level 1-2-3 workshops and for group dynamics conferences will be made available to members during the pre-registration discussion. The workshops take place at Motus' offices in Turin.

Membership and Registration

The training is designed to accommodate between 6 and 12 members, a number allowing optimum learning. In order to register please contact Motus info@assomotus.com and then complete the registration form.

Training cost

The cost of the training, depending on the 3 levels and on the elements already performed by the members, is as follows:

LEVEL 1 _ € 2'560 tax incl. This amount comprises:

- > Level 1 workshop (4 days)
- > A Passo cycle as member : 6 one-hour sessions
- > The jury

Level 1 must be complemented with a short residential group dynamics conference (1.5 days); as an indication, the additional cost of a conference of this type with Motus* is € 450 tax incl.

LEVEL 2 _ € 4'950 tax incl. This amount comprises:

- > Level 1 (4 days) and Level 2 (3.5 days) workshops
- > Work with the mentor: 6 individual sessions
- > The Dynastrat® questionnaire and its feed-back
- > The jury

Level 2 must be complemented with a long residential group dynamics conference (4 days); as an indication, the additional cost of a conference of this type with Motus* is € 1'350 tax incl.

LEVEL 3 _ € 7'310 tax incl. that includes:

- > Level 1 (4 days), Level 2 (3.5 days) and Level 3 (3.5 days) workshops
- > Work with your coach: 12 individual sessions
- > The Dynastrat® questionnaire and its feed-back
- > Passo program Staff meetings
- > Work with the member working pair
- > The jury

Level 3 must be complemented with the "Application" course that includes two long residential group dynamics conference (2*4 days) as well as two short residential group dynamics conference – Application level (2*2,5 days); as an indication, the additional cost of 4 conferences of this type with Motus* is € 3'880 tax incl.

* Motus will announce the list of other group dynamics conferences organized by our partner associations



For the workshops, these fees include registration and training excluding accommodation and catering

For conferences performed by Motus, these costs include registration, training, accommodation and catering

Motus fees for each year covering the program [€ 80 per year] has to be added

Consultants-Trainers and Mentors

The consultants-trainers are:

Antoine Legrand, conveyor

Angela Palma Sturiale, referent of the professional project

Leonardo Veneziani, conveyor

He will also ensure overall responsibility for the program

More information on the following website www.assomotus.com

Mentors will have to be chosen from an international list of consultants, psychologists, managers and trainers

Motus association

Motus is an international non-profit association founded in 2015 in Turin, Italy. Our aim is to promote transformation of organizations and innovation through training and conferences.

More information, including our bibliography, on the website www.assomotus.com

An original idea by Motus