



ACHIEVING MANAGERIAL EXCELLENCE

LEARN TO GET THINGS DONE WITH AND THROUGH OTHERS



PROGRAMME OBJECTIVE

/Based at CEDEP in Fontainebleau, the purpose of the new AME is to give participants both some concrete tools, as well as the tactics, to be more effective as managers and leaders. In today's fastpaced and volatile business world, we are presented with unparalleled challenges and we no longer have all the answers.

We need our leaders to transition from doing things themselves and excelling in their functional expertise, to getting things done with and through others, based on an array of business acumen and soft skills.

As fairly experienced managers in their field, the group will come together to learn how to create the right context and environment to eliminate the barriers to innovation and accompany new ideas to successful fruition.

The AME focuses on the soft skills for business which are vital to align stakeholders and implement change within organisations. The priority of the course is to inspire collaboration for joint initiatives, build a culture of engaging commitment and transformation, as well as looking at new ways of working. Innovation is only worthwhile if it results in action – the AME teaches participants how to provide the time and resources to develop and implement new ideas worth acting upon and encourage repeated new ideas.



WHO SHOULD ATTEND?

/The AME is designed for executives with substantial functional management experience. Participants are high potential managers between the ages of 28-40 years old, representing a wide range of nationalities, and typically do not have an MBA. In general, they have gained managerial experience on-the-job. They are earmarked for geographically expanded functional responsibilities, broader general management roles within two to three years, or larger team management responsibilities.

The AME is for functional experts & division managers who are ready to expand their horizons, breakdown silos & lead transversal teams.

Participants should have roles where they need to connect and influence people and teams across different functions and countries, as well as implement important initiatives within their organisation.

Members who have sent participants to our regional programme, the MBE (Mastering Business Excellence Programme) can enrol participants in the AME in Fontainebleau to wrap up their business fundamentals learning, by adding the soft skills to support them further in their leadership journey.

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PROGRAMME CONTENT

The AME runs twice a year – in the spring and the autumn. Both programmes take place in Fontainebleau and last 9 days. Topics covered include coaching, innovation in a digitalised world and virtual team collaboration, stakeholder analysis, design thinking and managing yourself and leading others. All of the themes are blended together to help participants create their perfect environment to motivate others to adopt change and new ideas on a big scale, and to have an impact on overall performance, as well as the culture of the company.

Each participant will develop their own individual innovation project which is specific to them and their team/organisation and prepare this before they arrive on campus for the programme. These innovation projects serve as the knowledge repositories during the programme and serve as learning enablers during the discussion and as the red-thread of the entire programme. Participants will identify a valuable idea in their organisation that has not yet come to fruition. They will nurture this project every day over the programme, identify bottlenecks to innovation and change in their organisation and learn how to eliminate, reduce, tame, or ideally, reverse them to become enablers.

Participants are grouped in trios and each session applies the content learnt directly to their innovation projects.

The AME is a mix of workshops, design seminars, lectures and a special AME customised simulation. There are several evenings of social activities organised for participants and some time at the weekend for exploring the Fontainebleau region.



CEDEP



With nearly 50 years of experience, CEDEP is one of the only international executive education development clubs worldwide.

CEDEP brings together companies of diverse industries from all over the globe to share best practices, develop networks and work in the mutual interest of improving tomorrow's organisations. With over twenty members, CEDEP welcomes participants to both its traditional open enrolment programmes and customised company specific programmes.



/Programme Director

Nana von Bernuth

For the past few years Nana has been working with Jim Collins (author of *Good to Great and Built to Last*) and Morten Hansen on

their latest book: *Great by Choice: Uncertainty, Chaos, and Luck - Why Some Thrive Despite Them All*. In parallel, she managed the research for Morten Hansen's book: *Collaboration: How Leaders Avoid the Traps, Create Unity, and Reap Big Results* – a summary on how managers can overcome silos in a company and create real value from working across the organisation. Nana has acquired considerable experience as a Project Manager in Leadership, Innovation and Strategy at INSEAD, working with a variety of companies, including LG Electronics, Lego and EDF. Nana is also co-author of several INSEAD case studies.