

# Wemanity Learning Center

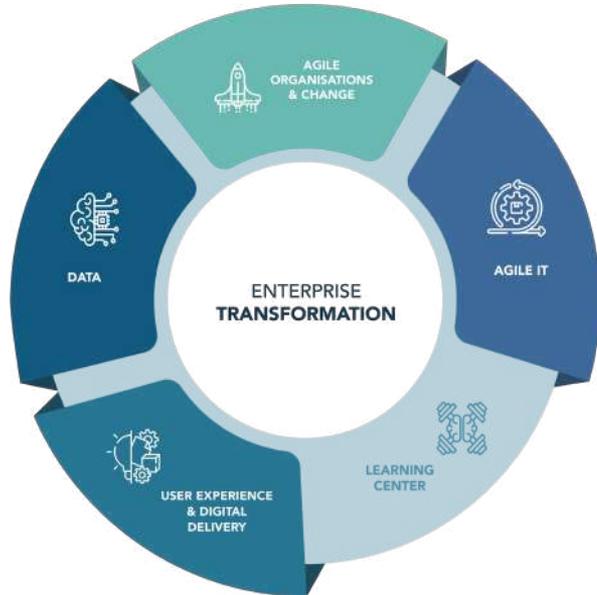
wemanity

*Training catalogue 2023*



*Last update: February 2023*

Wemanity is a **unique consulting group** designed to help organisations drive their transformation.



## LEARNING CENTER

WE SUPPORT **INDIVIDUALS** IN EMBEDDING

**NEW SKILLS, MINDSET AND  
LEADERSHIP STYLE**

*to face the challenges of tomorrow.*

We **co-create** and deliver engaging and immersive blended learning experiences fitting our client's context and objectives.



# A set of methods to activate for building innovative and adequate learning experiences

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*Focus of this catalogue*



## Learning Strategy

Building pedagogical learning paths for key roles within your organisation



## Inspirational Talk & Seminars

Creating momentum to spark the change



## Digital Learning

Leveraging digital to address the organization as whole and give full flexibility to the learners



## Tailored training sessions

Delivering tailor-made interactive training sessions



## Mentoring

Supporting individuals by giving them access to on-demand mentoring sessions



## Train the trainer

Making you autonomous by upskilling your collaborators on the trainer posture



## Community of practices

Ensuring continuous learning by sharing best experiences between peers

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***Do you want to know more about all of our learning experiences?***

*Find more information at the end of this document*

# Our pedagogical convictions

For you to live the best learning experience possible



LEARN  
BY **DOING**

Practice is the central element that will build the bridge **between theory and daily reality**



PROMOTE THE  
TRAINING  
**ADAPTABILITY**

We **co-create the trainings together**, our trainers always adapt to your context and your employees



PROPOSE  
**FIELD-ORIENTED**  
TRAINERS

All of our trainers **alternate between** conducting **training sessions** and **supporting the transformation** of organizations



PROVIDE AN  
**END-TO-END**  
LEARNING  
EXPERIENCE

We strive to make our trainings **unique** and create a **complete learning experience**

# Consider this note before discovering our catalogue

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Each training will be adapted in terms of **format** and **content**.

We systematically **co-create** our training.

<b>OPERATIONAL OBJECTIVES</b> 	<b>PEOPLE TO TRAIN</b> Our training sessions are accessible to people with disabilities. 
<b>PITFALLS AND HOW TO DEAL WITH THEM</b> 	<b>SATISFACTION MEASURES &amp; EXPECTED GAINS</b> 
<b>PRACTICAL CONCERNS</b> 	<b>EVALUATION METHODS</b> 

**wemanship** learning center

*Our co-creation canvas*

# Our training catalogue

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## AGILE

- Agile awareness
- Agile for: Business, HR, Finance, etc.
- Agile & Scrum Fundamentals
- Scrum Master
- Product Owner
- Agile for Directors / for EXCO
- Agile mastery
- Agile Coaching Academy
- Agile project management
- Kanban
- Objective & Key Results (OKRs)
- Value Stream Mapping
- Jira and Confluence



## TRANSFORMATION

- Agile at scale
- SAFe trainings & certifications
- Agile at scale - Leading SAFe
- SAFe Lean Portfolio Management
- Agile at scale - LeSS
- Agile at scale - Spotify
- How to improve delivery?
- Agile sourcing



## CHANGE

- Change management awareness
- Resistance management
- Conflict management
- Coaching for change
- Driving change
- Deepdive in change frameworks



## LEADERSHIP & SOFT SKILLS

- Leadership program
- Management 3.0
- Servant leadership
- Team dynamics
- Get to know yourself as a leader
- Agile culture and behavior
- Feedback culture
- Psychological safety
- Non-violent communication
- Communicate with impact
- Storytelling
- Solution focus

# Our training catalogue

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## FACILITATION

- Facilitating & training
- Graphic facilitation
- Visual management
- Brainstorming techniques
- Train remotely



## CUSTOMER CENTRICITY

- Lean start-up
- Product management
- Growth marketing
- Customer Centricity Hackathon
- Design thinking
- Prototyping (for beginners)
- User research (for beginners)
- Build a test/interview protocol
- Blue ocean



## RESPONSIBILITY & SUSTAINABILITY

- Green IT: State-of-the-art
- Green IT: Eco-design of digital services
- Digital accessibility awareness
- Climate fresco
- Digital fresco
- Ecological renaissance fresco

# Our training catalogue

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## TECH

Scrum developer  
Software craftsmanship  
Language from scratch: Java, PHP,  
JavaScript, Python, Go  
Technical stack: Spring/Springboot,  
Symfony, Laravel, React - Next/Next Js.,  
NodeJS, Angular, Vue / Nuxt.Js  
DevOps



## ARCHITECTURE & APIs

Business Analysis Best Practices  
TOGAF  
API strategy for Business  
Embracing Openness with APIs  
Anypoint Platform Development  
Mulesoft Platform Architect  
Mulesoft Integration Architect



## DATA

Data Awareness  
Data Science Awareness  
Data Roles  
Data Architecture  
Data Quality  
DataViz PowerBI  
Artificial intelligence (AI)



## CYBERSECURITY & BLOCKCHAIN

Cyber Security for all  
Cyber Security for management  
DevSecOps  
Serious Game "Hacker"  
Blockchain Awareness



# AGILE

Become an agile organization





# Agile awareness

AGILE

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand agile, its values, and principles
- Keep in mind the main agile frameworks and key roles of an agile team
- Identify the first actions with low efforts needed and high potential impact

## TOPICS COVERED

In order to initiate any change, it is essential to raise awareness of agile within your teams and to standardize the understanding of its wording, practices, and benefits within your organization.

### 1. Why agile?

The VUCA world  
The benefits of working with agile principles

### 2. What does agile offer?

The manifesto  
The 4 values and 12 principles

### 3. The main frameworks

Agile umbrella  
The Scrum framework

### 4. Let's practice

Artists & specifiers  
Ball Point Game



**Recommended duration**  
Half a day



**Audience**  
All Public



**Go beyond**  
Agile & Scrum fundamentals



# Agile for: Business, HR, Finance, etc.

AGILE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the current challenges of organizations and their future needs in order to, as support departments, become an actor and a change guardian to guarantee the achievement of objectives
- Identify how to improve the customer experience, for either internal (employees) or external clients (final users)
- Be aware of the impact of the digital revolution on the whole organization

## TOPICS COVERED

Is the transformation of your organization at the heart of all decisions you take? Do you want to move forward with this mindset? Join our Agile for... awareness day and discover success keys to becoming change makers.

### 1. Introduction to agile

The VUCA world  
The benefits of working in agile  
Transformation, what does it mean?

### 2. Business, HR, and Finance, for the Transformation

Understand the skills needed tomorrow and the impact of the transformation  
Identify how I can be a change catalyst

### 3. Posture and behaviors

Dealing with uncertainty  
Facilitating a complex environment  
Promoting collaboration

### 4. Let's practice

Reflecting on your Customer Journey  
Setting up your own visual management as a team



**Recommended duration**  
1 day



**Audience**  
All support teams



**Go beyond**  
Facilitating & Training  
Design Thinking  
Coaching posture



# Agile and Scrum fundamentals

AGILE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand agile, its values, and principles
- Keep in mind the key framework over the market: Scrum, as well as the key roles of an agile team and the artifacts
- Feel comfortable joining an agile team and getting started

## TOPICS COVERED

A common wording, and knowledge of agile principles, ceremonies, and artifacts allows your teams to work together and practice the Scrum framework with other teams.

### 1. Why agile?

The VUCA world and the benefits of working in agile

### 2. The Scrum framework

The principles of the Scrum framework, rituals, and artifacts

### 3. Roles and responsibilities

The Scrum Master, the Product Owner, and the team members, who does what?

### 4. Let's practice

Quiz on roles and responsibilities  
Rituals role play



**Recommended duration**  
2 days



**Audience**  
All Public



**Possible certification**  
PSM1



**Go beyond**  
Scrum Master  
Product Owner  
Agile at scale



# Scrum Master

AGILE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the role and responsibilities of the Scrum Master
- Help the team to set up the appropriate agile foundations
- Understand how to collaborate with the Product Owner
- Understand the need to adopt a Servant Leader behavior
- Master concepts such as DoD, DoR

## TOPICS COVERED

Equip your employees by training them in the role of Scrum Master and team dynamics. Your growing Scrum Masters could then facilitate and consolidate autonomous and proactive teams.

### 1. The role and responsibilities

Ensure understanding and application of Scrum principles and rituals

### 2. Focus on soft skills

Focus on acting as a facilitator and as a servant leader

### 3. Teams Dynamics

Developing team dynamics and performance

### 4. Let's practice

Lego4Scrum & role-playing based on the Lencioni pyramid



**Recommended duration**  
2 days



**Audience**  
Team facilitators



**Possible certification**  
PSM1, PSM2, CSM



**Go beyond**  
Agile workshops  
Agile at scale  
Become a facilitator  
Graphic Facilitation  
Psychological Safety



# Product Owner

AGILE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understanding the posture and role of the Product Owner
- Designing a product and building a vision
- Improve collaboration with stakeholders
- Experimenting with hypotheses and measuring them with data

## TOPICS COVERED

Enable your employees to carry the vision of the products they develop while putting the user at the center of decisions and synchronizing internal stakeholders and implementation teams.

### 1. The role and responsibilities

The Product Owner as visionary and value maximizer

### 2. Product vision and backlog

Define the vision and translate it into a prioritized backlog

### 3. Engage your stakeholders

Identify and engage stakeholders

### 4. Let's practice

Selection of a product and application of Story Mapping



**Recommended duration**  
2 days



#### Audience

Participants should carry the vision of a project or product



**Possible certification**  
PSP01, PSPOII, CSPO



#### Go beyond

Agile workshops  
Product Management  
Design Thinking  
Lean Startup



# TRANSFORMATION

Drive your company to the future of work





# Agile for directors / for EXCO

CHANGE

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the challenges behind being an Agile organization
- Know the Agile values, principles, and Agile leadership
- Identify the main organizational capabilities
- Be aware of the importance of adopting a customer-centric approach

## TOPICS COVERED

Align directors/exco members around a common Agile language and illustrate in a concrete way the challenges they will face during the agile transition and possible actions at their level.

### 1. Benefits of an agile enterprise

Measures of success for Agile transformations

### 2. Definition of an agile enterprise

A customer-centric enterprise with new organizational capabilities, through new behaviors and ways of working

### 3. Act for change

Brainstorming around key enablers and barriers for the organization.  
Next steps to implement



**Recommended duration**  
Half a day



**Audience**  
Directors  
Exco members



**Go beyond**  
Agile leadership  
Agile @Scale  
Portfolio Management



# Agile mastery - Masterclass by Arie Van Bennekum

AGILE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand why agnostic agile is needed in deliveries and how it can be applied to projects
- Be introduced to the different flavors of Agile
- Know the roles and responsibilities in the agile world



## TRAINER

This training is given by **Arie Van Bennekum** - co-author of the agile manifesto, transformational leader over the last 20 years.

## TOPICS COVERED

Understanding Agile as more than 1 methodology is essential to achieve the benefits of Agile. Therefore this training has a so-called agnostic approach. The full bandwidth of agile will be touched on. From basic teamwork to Corporate value delivery on MVP's both in and outside the world of IT.

### 1. WHY & HOW Agile

Agnostic Agile  
Rituals  
People make the difference

### 2. Project cycle & foundations

Agile techniques, planning  
Agile estimations

### 3. Integration of agile within the organization

Corporate integrated agile  
Budget  
Portfolio Management

### 4. Let's practice

A game where all agile techniques are combined in a complete and integrated Agile experience



**Recommended duration**  
2 days



**Audience**  
All Public



**Go beyond**  
Agile coach academy  
SAFe Portfolio Management



# Agile Coaching Academy

AGILE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Become more impactful during individual and collective coaching sessions
- Improve your facilitation techniques and tools, your coaching posture



## TRAINER

This training is given by **Arie Van Bennekum** - co-author of the agile manifesto, and transformational leader over the last 20 years.

## TOPICS COVERED

To ensure the sustainability of your transformation, you need to initiate and support change. Wemanity has created a unique academy to train and mentor your future coaches and change agents.

### 1. Agile agnostic

Understand the value of adapting the agile approach to each context

### 2. Facilitation for agilists

Learn about the facilitator's toolbox and dynamics to foster the raising of autonomous agile teams

### 3. Coaching for agilists

Understanding the dynamics of change and the required coaching's mindset and behavior

### 4. At scale transformation

Understand *at scale* transformation approaches and how to contribute as a coach



**Recommended duration**  
8 days



**Audience**  
Agile coaches and future agile coaches



**Possible certification**  
IATM



**Go beyond**  
Become a facilitator  
Design Thinking  
Coaching for change



# Agile project management

AGILE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Apply agile best practices to project management
- Ensure cross-team understanding in a hybrid (agile - traditional) world
- Be able to ensure the quality, progress, and success of a project
- Have access to templates to frame the different stages of a project

## TOPICS COVERED

Give your employees the keys to successfully complete their projects, maximize their value while ensuring healthy cooperation with stakeholders.

### 1. Launch a viable project

Define foundations to ensure the viability of a project from the beginning

### 2. Applying agile principles

Working incrementally, with regular feedback loops and applying continuous improvement principles

### 3. Responsibilities and cooperation

Mapping roles and responsibilities within the project team and the principles of collaboration

### 4. Let's practice

Selection of a project's use case and application of each of the steps with the group and the trainer



**Recommended duration**  
2 days



**Audience**  
All Public



**Go beyond**  
Agile culture and behavior  
Agility at scale



# Kanban

AGILE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand what kanban is and the value it brings to the team
- Define the workflow and visualize it from end-to-end
- Minimize the amount of work in progress and maximize results
- Differentiate and efficiently choose between kanban, scrum, or scrumban in a specific work environment

## TOPICS COVERED

The Kanban method will teach your employees to create and visualize an end-to-end effective workflow by eliminating non-value-added elements in a very short period of time.

### 1. Kanban, what is it?

The origins of the framework  
Associated principles

### 2. Let's practice

Kaizen Game

### 3. Scrumban

Principles and application of Scrumban

### 4. Kanban Maturity Model

Limit work in progress  
Manage flow and measurement



**Recommended duration**  
2 days



#### **Audience**

All Public, especially teams with a continuous flow request (run)



**Go beyond**  
Scrum Master  
Agility at scale



# Objective & Key Results (OKRs)

AGILE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand what OKR is and the value it brings to the team
- Define the prerequisites before implementing OKRs
- Learn the differences between Strategic and Tactical OKRs
- Define your own OKRs

## TOPICS COVERED

You always need to act for reaching your ambition, which is why we will help you to define ambitious objectives while setting up the right indicators necessary to follow-up on your progress.

### 1. Prerequisites

Complexity: Cynefin model  
 Vision: Start with Why  
 Right to error  
 Why is it useful?

### 2. What is an OKR

Strategic OKR  
 Tactical OKR  
 Timeframe  
 Responsibility  
 Empowerment  
 Continuous improvement

### 3. Let's practice

Define your own  
 Objective Key Results

### 4. Soft skills

Communication  
 Conflict management  
 Psychological safety



**Recommended duration**  
1 day



**Audience**  
All teams



**Go beyond**  
Agility at scale  
Leadership program



# Value Stream Mapping (VSM)

AGILE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Provide a structured method for visualizing, measuring, and improving Value Stream performance
- Target performance improvements in only one Value Stream
- Identify and remove bottlenecks

## TOPICS COVERED

The value stream mapping workshop is a key agile tool. It will help anybody in charge of an end-to-end value stream to map the current value state, identify bottlenecks and design the future expected state.

### 1. VSM Introduction

History: coming from Lean management  
Key expected benefits

### 2. Live the VSM experience

Practice the workshop with a process known by everybody  
Design the process and map the performance metrics

### 3. Identify bottlenecks and define actions

Align on how you could improve the processes based on the results of your VSM

### 4. Become a VSM facilitator

Learn to prepare, animate and reconstitute a Value Stream Mapping exercise



**Recommended duration**  
0,5 day



#### Audience

Executive leaders, business owners, technical managers



#### Go beyond

Agility at scale  
How to improve delivery?



# Jira & Confluence

AGILE

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the delivery flow in the Agile World
- Be aware of my role and responsibilities regarding tooling
- Track the flow of information and results through consistent reporting
- Set up dashboards

## TOPICS COVERED

A common set of practices and tools coupled with solid agile fundamentals allows your teams to work better together, but also to improve transparency - a key value of agility.

### 1. Discovery of the tool

Understand the advantages

### 2. Features

What do these tools allow you to do, and what existing add-ins

### 3. Adaptation

**Depending on the role of attendees, exercises & practice:** performance monitoring for Scrum Master, backlog management for Product Owner, etc.



**Recommended duration**  
0,5 day



**Audience**  
All public, with agility basics knowledge



**Go beyond**  
Value Stream Mapping  
Kanban



# Agility at scale

## TRANSFORMATION

Each content can be adapted according to your needs.

### PEDAGOGICAL OBJECTIVES

- Understand the challenges and benefits of agile at scale, as well as the different impacted organization streams
- Know how to identify the main frameworks over the market: SAFe, LeSS, Spotify, etc.
- Identify *agile at scale* principles to define a value chain
- Be able to organize your first PI / Program planning

### TOPICS COVERED

Learn how to manage dependencies between teams, and understand the benefits of agile at scale for a program and for an organization. Identify new high-performance and collaborative operating models.

**1. Agile at scale**  
The concept, the why, and the main challenges related to scaling up

**2. The main frameworks**  
SAFe, LeSS, Spotify, etc.: their complementarities, advantages and weaknesses

**3. Value chains**  
What does it mean? How to identify them? How to map your customer journey through your value chains?

**4. Let's practice**  
Slicing a value stream or simulating a synchronization (*at scale*) event



**Recommended duration**

2 days



**Audience**

All Public, with agility basics knowledge



**Go beyond**

Training & SAFe certifications  
Agility at Scale - LeSS



# SAFe Trainings & certifications

TRANSFORMATION

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the challenges, benefits, and specificities of the SAFe framework
- Understand how this framework can be applied to your context and organization
- Identify *agile at scale* principles to define a value chain
- Be able to organize your first PI / Program planning

## TRAINING / OFFICIAL CERTIFICATIONS OFFERED BY WEMANITY

SAFe is a rich and complete scaled agile framework. Wemanity offers you all the official SAFe training courses that will allow you to access the following certifications:



SAFe Agilist



SAFe Scrum Master



SAFe RTE



SAFe POPM



Agile Product Management



SAFe DevOps



Lean Portfolio Management



**Recommended duration**  
2 or 3 days



**Audience**  
Depending on the course chosen



**Possible certification**  
SAFe for Teams  
SAFe SM  
SAFe POPM  
SAFe RTE  
Agile Product Management  
SAFe Devops  
SAFe for Architects



# Agility at Scale - Leading SAFe

TRANSFORMATION

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the challenges, benefits, and specificities of the SAFe framework
- Learn how to implement agile at scale by organizing around your value chains
- Know how to align the entire organization around clear and common objectives
- Be able to organize your first PI / Program planning

## TOPICS COVERED

This leading SAFe certification training shares the fundamentals of SAFe and allows you to acquire the principles and practices of SAFe to launch your transformation with full confidence.

### 1. Discovery of SAFe & Business Agility

Introduction to the framework, its principles, benefits, and specificities

### 2. SAFe organization

Discovery of the model with roles and responsibilities as well as the SAFe organization

### 3. Launch your agile transformation at scale

Dos and don'ts  
Rethink your organization  
Your first PI planning

### 4. Let's practice

Simulation of ceremonies such as the PI planning



**Recommended duration**  
2 days



**Audience**  
Transformation director,  
Agile Coach



**Possible certification**  
Leading SAFe



**Go beyond**  
SAFe Lean Portfolio  
Management



# SAFe Lean Portfolio Management

## TRANSFORMATION

Each content can be adapted according to your needs.

### PEDAGOGICAL OBJECTIVES

- Use appropriate tools and techniques to implement investment strategy and funding, agile portfolio operations, and lean governance
- Know how to identify important internal business initiatives

### TOPICS COVERED

Wemanity delivers all SAFe trainings, including the one related to portfolio management. If you wish, we can customize this training to your context and take inspiration from your current portfolio management way of working to make it more agile.

#### 1. Introduction

Definition of lean-agile portfolio management

#### 2. From strategy to execution

Define the vision  
Translate it into a prioritized backlog

#### 3. Flow management

Prioritization techniques

#### 4. Governance & Funding

Learn to activate the right levers internally to operationalize the strategy



**Recommended duration**  
2 days



#### Audience

Participants should be familiar with traditional program management.



**Possible certification**  
Lean Portfolio Management



**Go beyond**  
Leading SAFe



# Agility at Scale - LeSS

## TRANSFORMATION

Each content can be adapted according to your needs.

### PEDAGOGICAL OBJECTIVES

- Understand the challenges, benefits, and specificities of LeSS framework
- Understand how this framework can be applied to your context and organization
- Identify the roles of a LeSS organization and learn about different key rituals
- Experiment LeSS Sprint planning

### TOPICS COVERED

Your very product-oriented organization is moving towards a transformation and is wondering which framework to take inspiration from. Discover the LeSS framework: how to implement the framework, and its lightness compared to SAFe or Spotify.

#### 1. Discovery of LeSS

Introduction to the framework, its principles, benefits, and specificities

#### 2. Its organizational impacts

The organization, roles, responsibilities, governance, etc.

#### 3. LeSS Huge

Focus on adapting the model for organizations with more than 8 teams

#### 4. Let's practice

Reflection on the adaptation of the model to your own organization



**Recommended duration**  
3 days



**Audience**  
All Public, with agility basics knowledge



**Go beyond**  
Leadership program  
Agile sourcing  
Objective Key results



# Agility at Scale - Spotify

## TRANSFORMATION

Each content can be adapted according to your needs.

### PEDAGOGICAL OBJECTIVES

- Understand the challenges, benefits, and specificities of the Spotify framework
- Understand how this framework can be applied to your context and organization
- Identify the roles of a Spotify organization and know the different rituals
- Have an overview of the main frameworks on the market

### TOPICS COVERED

Discover the organizational model that made and still makes the success of Spotify. With its strong culture of continuous improvement, Spotify is always improving.

#### 1. Discovery of Spotify

Introduction to the framework, its principles, benefits, and specificities

#### 2. Organizational impacts

Organization, roles, responsibilities, governance, squads, tribes, guilds, etc.

#### 3. The Spotify Culture

Beyond the organization, take inspiration from the corporate culture that allows it to evolve and perform

#### 4. Let's practice

Communication plan and launch of a Guild



**Recommended duration**  
2 days



**Audience**  
All Public, with agility basics knowledge



**Go beyond**  
Leadership program  
Agile sourcing  
Objective Key results



# How to improve delivery?

TRANSFORMATION

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Learn how to drive your delivery to bring more value to both your user and your business by choosing the right methodology
- Build the right team to fully meet the product's ecosystem's needs
- Understand and learn how to use tools that fit your context tools and improve your delivery

## TOPICS COVERED

This session allows going through the benefits of working with a user-centric approach, with cross-disciplinary teams and explore different tools to improve your delivery

### 1. User-centric approach

Drive the delivery focusing on the added value for the user

### 2. Tri-track framework

How to synchronize the 3 phases of exploring, creating, and experimenting with a product and why

### 3. Cross-disciplinary team & methodology

How to build a cross-disciplinary team and choose the right methodology to optimize value delivery

### 4. "My delivery" toolbox

Overview of different tools that can help your delivery and how to choose them



**Recommended duration**  
2 days



**Audience**  
Project and delivery managers, scrum masters, product owners



**Go beyond**  
Agile project management  
Value stream mapping



# Agile sourcing

## TRANSFORMATION

Each content can be adapted according to your needs.

### PEDAGOGICAL OBJECTIVES

- Understand the different sourcing approaches for augmenting the capability to deliver, using external support
- Understand an agile contracting framework and governance
- Understand how the agile way of working and the external support connect in a win-win for both supplier and customer
- Understand how the transformation roadmap towards an agile sourcing contract works

### TOPICS COVERED

This inspiration session creates an understanding on how agile sourcing works and can be a benefit to any organization working agile and having a need for external support for its delivery.

#### 1. Sourcing approaches

Introduction to the different sourcing options

#### 2. Agile contract framework & governance

Contract structure and how to generate agile SOW based on quarterly planning

#### 3. Manage supplier performance in agile sourcing

How to measure the performance of the supplier in an iterative and balanced manner

#### 4. Transition to agile contracts

How to move from traditional contracts to agile contracts



**Recommended duration**  
Half a day



**Audience**  
Delivery and procurement managers



**Go beyond**  
Workshops to customize the adequate agile sourcing contract for your company



# CHANGE

Develop your skills and mindset for the future of work





# Change Management Awareness

CHANGE

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the basics of change
- Understand change in your organization
- Why change management is important
- How to deal with change (intrapersonal and interpersonal)

## TOPICS COVERED

Maximizing the adaptability of change is essential for an organization in the current world. This training will help you onboard change management within your organization and create awareness around it.

### 1. Change Fundamentals

What is change management?  
Why is it important?  
“What’s in it for me” concept?

### 2. Change approaches

High-level different approaches towards change management

### 3. Key benefits

Clarify the return on investment for the organization and the people within

### 4. Awareness & Desire

Create an appetite to make out of change management a priority



**Recommended duration**  
Half a day



**Audience**  
All Public impacted by change especially transformation and HR



**Go beyond**  
Driving change



# Resistance management

CHANGE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand resistance to change, its root causes, and stages of transition
- Learn how to diagnose resistance to change in a project
- Learn techniques and attitudes to mitigate organizational change resistance - whether at the collective or individual level

## TOPICS COVERED

Change is associated with doubt, worry, and uncertainty which makes resistance one of the most perplexing and stubborn issues faced when embarking on any organizational change. Get an overview via experiential learning on understanding, identifying, and mitigating resistance to change to drive envisioned project outcome.

### 1. Fundamentals of resistance to change

Why it occurs  
What it looks like  
Its costs and risks

### 2. Prepare to manage resistance

Anticipate resistance in a project  
Diagnose individual and collective resistance

### 3. Mitigate resistance to change

Techniques to prevent and alleviate resistance at:  
- individual level  
- collective level

### 4. Define your resistance management plan

Define your action plan at the individual level



**Recommended duration**  
1 day



#### Audience

Managers facing change resistance, project and program managers, change agents



#### Go beyond

Deepdive in change frameworks  
Driving change



# Conflict management

CHANGE

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Become aware of cognitive biases in conflict management and reactions to conflicts
- Understand how to reduce the amount of conflict you can experience in the context of change
- Learn strategies and communication skills that will help with conflict management

## TOPICS COVERED

People tend to personalize and make an organizational change about themselves when it occurs - thinking that the change is taking place either for, or in spite of, them. This gives rise to conflict which when left unresolved can have a heavy toll on the project's success and the turnover of human capital. Understand the principles of conflict management and learn techniques to resolve conflicts in the context of change programmes.

### 1. Principles of conflict management

Understanding the problem to better solve it

### 2. Conflicts and resistance to change

Focus: conflict management in the context of change

### 3. Conflict prevention

Habits, techniques, and strategies to reduce conflicts

### 4. Conflict resolution

Strategies and steps to resolve conflicts  
Practice tools to improve communication skills in conflict resolution



**Recommended duration**  
1 day



#### Audience

Managers facing change resistance, project and program managers, change agents



#### Go beyond

Driving change  
Deepdive in change frameworks



# Coaching for change

CHANGE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- How to start individual coaching and frame a request?
- Adapt my posture to the context and to my environment: coach, mentor, trainer, facilitator
- Mastering delegated roles and team dynamics
- Assimilate the first fundamentals of systems thinking

## TOPICS COVERED

Support people embracing key agile roles in your organization to ensure the sustainability of your transformation. The agile coach must have an adequate posture and adapt his/her support according to each team and objectives.

### 1. Coaching Umbrella

Lower position  
Knowing how to adapt, change attitudes, and act

### 2. The Complex System Thinking

Consider the organization as a system to be more efficient  
Assimilate concepts of “complex” and “complicated”

### 3. Impactful coaching

Master the facilitation of agile rituals, prepare your coaching interventions to influence your audience

### 4. Tools & Practice

Situations and role plays to use silence, powerful questions, and the different concepts from this training



**Recommended duration**  
3 days



**Audience**  
Participants should know the basics of agility



**Possible certification**  
Exin Agile Coach



**Go beyond**  
Coaching Academy



# Driving change

CHANGE

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Create a simple and safe environment to support the complexity of change
- Analyze, map, and explain the changing environment
- Get a global overview of the change management frameworks (Prosci ADKAR® Model, WeChange Model)
- Use the agile mindset and design approaches to redirect when faced with change during the initiative

## TOPICS COVERED

Change is everyone's responsibility and must be based on a progressive, measurable and impactful approach. Get a global overview of sequential and more iterative management frameworks and how to manage initiatives on the people side of transformations at the organizational level.

### 1. Understand the Change

What is change management?  
Why use change management?

### 2. Design the Change

How to set up the organizational Change Management approach for your initiative?  
Define a “Change Framework strategy” and deploy the change increments.

### 3. Implement and live the Change

How to implement the designed OCM approach during your initiative?  
Measure adherence, manage resistance and rely on relays to sustain the change.

### 4. Anchor the Change

How to anchor the new changes within your organization?  
Use a case exercise to practice.



**Recommended duration**

2 days



**Audience**

Managers facing change resistance, project and program managers, change agents



**Go beyond**

Deepdive in change frameworks  
Coaching for change



# Embodying change

CHANGE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understanding how you as a person and others around you embody (deal) when confronted with change
- People are willing to change, but do not want to be change
- Do not try to remove or avoid resistance, but embrace it
- Your impact as a team member or as a leader determines a large part of change's success

## TOPICS COVERED

Do you have energy and are you passionate about what you're doing? Do you possess a growth mindset? Do you challenge your assumptions/paradigms enough? Do you have knowledge about integrated change concepts? Are you a multiplier or a diminisher? What are your effective behaviours to be a successful change agent?

### 1. What is change, energy and passion

What are your passions and what gives you energy connected to the changes at hand

### 2. Change management principles

Assessing which preferences you have when you are confronted with change

### 3. Our brain and change

The diminishers vs. multipliers  
Insights around our neural brain linked to "Are you a diminisher or a multiplier when it comes to change?"

### 4. Making the change work for you

What can you do as a person for you and your colleagues when confronted with change



**Recommended duration**  
1 day



#### Audience

Everybody within an organisation which is open to change



**Go beyond**  
Deepdive in change frameworks



# Deepdive in change frameworks

CHANGE

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Bring awareness around 7 change frameworks
- Have an overview of the assets linked to the models
- Understanding the benefits of each framework
- Learn from use cases

## TOPICS COVERED

An overview of the 7 models: Kotter, Lewin, Prosci ADKAR®, Ajzen, Six Batteries, Systemic Transition Management, and #WeChange. It creates awareness around the framework itself, when it's best suited, and to define decisions and next steps for your own initiative.

### 1. Context

Why use frameworks?  
When to use which framework?

2.

### Model's overview

Model presentation  
Structure, terminology, and principles

3.

### Model's assets

Discovering and understanding the different types of assets and their good usage

4.

### Start your journey

What is the framework best suited for the change initiative at your organization



**Recommended duration**

1 day



**Audience**

Managers facing change resistance, project and program managers, change agents



**Go beyond**

Driving change  
Coaching for change



# LEADERSHIP & SOFT SKILLS

From traditional management styles to agile leadership posture





# Leadership program

LEADERSHIP & SOFT SKILLS

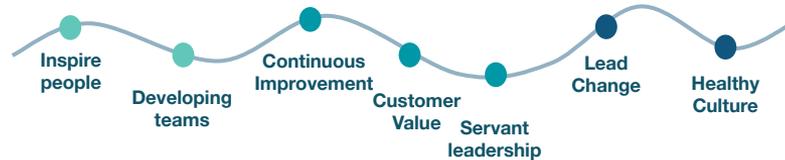
3 MONTHS JOURNEY

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Make evolve your leadership style by taking time to reflect, being inspired by models,, tools, and practices and by sharing with your peers
- Develop your inspirational and situational leadership
- Understand how to lead change as a leader

## THE JOURNEY



## TOPICS COVERED

The management team has a responsibility toward the organization and its transformation. However, this does not mean that it is easy to grasp this responsibility. Strengthening one's leadership will allow the leader to make the organization evolve, to better understand change, and to achieve its strategic objectives.

## KEY MODULES OF THE COURSE (non-exhaustive)

- Introduction to Leadership
- Agile culture and behavior
- Organizational complexity
- Getting to know yourself as a leader
- Team dynamics
- Creating self-organizing teams
- Situational Leadership
- 12 enemies of adaptability
- Strategic Program Management
- Intrinsic Motivations



**Recommended duration**  
3-months course with modules of 90 minutes to 4 hours



**Audience**  
All Public with a team management role



# Management 3.0

LEADERSHIP & SOFT SKILLS

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Become aware of my current leadership style and define how to make it evolve into an inspiring leadership
- Create the right framework for teams to motivate and empower them
- Understand the systemic and complex organization
- Understand and experiment with Jurgen Appelo's Management 3.0 tools.

## TOPICS COVERED

Management 3.0 is a state of mind associated with a set of tools to help any leader to lead his/her organization. We will give your leadership team keys to create autonomous, self-organized teams aligned on shared goals.

### 1. Motivate, empower and delegate

Discover motivators from your teams, create the right framework for autonomy and accountability

### 2. Develop skills and structure

Encourage a learning organization within your teams

### 3. Align culture and values

Make sure to promote behaviors aligned with the culture

### 4. Let's practice

Experiment micro-tools: *Moving Motivators*, *Meddler Game*, *Delegation Poker ...*



**Recommended duration**  
2 days



#### Audience

Participants must have a team management or project leadership role.



**Possible certification**  
Management 3.0



#### Go beyond

Servant Leadership  
Get to know yourself as a leader  
Psychological Safety



# Servant Leadership

LEADERSHIP & SOFT SKILLS

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the definition of servant leadership, the qualities of a servant leader, and why it matters
- Learn the behaviors necessary to practice servant leadership and the outcomes of practicing this type of leadership.
- Gain an understanding of the definition of each behavior and how it is practiced.

## TOPICS COVERED

Servant leadership is a completely different way of operating your business. Make sure you are properly equipped with all the information and techniques you need to equip your organization from the inside out.

### 1. Servant leadership fundamentals

Typologies of leadership  
Leader posture

### 2. Trust working environment

Psychological safety  
Feedback culture  
Risk-taking culture

### 3. Continuous improvement culture

Continuous learning



**Recommended duration**

Half a day



**Audience**

People with a team management role



**Go beyond**

Team dynamics  
Feedback culture  
Psychological safety



# Team Dynamics

LEADERSHIP & SOFT SKILLS

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Discover team dynamics and associated behaviors in order to better understand how to deal with them
- Be able to better accompany teams and create the conditions so they can increase their productivity and performance

## TOPICS COVERED

People often take on distinct roles and behaviors when they work in a group. "Group dynamics" describes the effects of these roles and behaviors on other group members, and on the group as a whole. During this training, you will learn how to lead teams to their full potential.

### 1. Why consider team dynamics

Create clarity about why it is important for a leader to be able to deal with team dynamics

### 2. 5 dysfunctions of teams

Discover Lencioni's pyramid of dysfunctions and the keys to helping teams overcome their difficulties

### 3. 5 stages of group development

Understand Tuckman's vision of a team's journey, starting from the group of individuals and ending with the team's dissolution.

### 4. Making the most of both approaches

As a leader, practice how to concretely influence teams' performance by using both approaches



**Recommended duration**

½ day



**Audience**

Participants must have a team management or project leadership role.



**Go beyond**

Feedback culture  
Psychological safety  
Agile Culture and behavior



# Get to know yourself as a leader

LEADERSHIP & SOFT SKILLS

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Identify the personality traits, habits, and behaviors that define one's natural leadership style.
- Identify the strengths and weaknesses, the context in which it is best suited, and the situations in which it will be necessary to adopt another style.

## TOPICS COVERED

Natural leadership is an essential notion that is important to consider when dealing with other leadership styles and their contexts. Through an interactive workshop, we will invite participants to discover the aspects of their personality, and the behaviors that define their natural leadership style. We will also introduce other leadership styles during the session to understand which ones are most inspiring to attendees and why.

### 1. Introduction to different leadership styles

Explore the different leadership styles and discover your preferred leadership style based on a series of tools

### 2. Know your environment

Learn how to tune your leadership style to the environment you are operating in to harvest the best results.

### 3. Share experiences

Share insights, learnings, and experiences with a diverse group of peers and grow as a leader



**Recommended duration**

½ day



**Audience**

Participants must have a team management or project leadership role.



**Go beyond**

Feedback culture  
Psychological safety  
Agile Culture and behavior



# Agile Culture and Behavior

LEADERSHIP & SOFT SKILLS

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Develop values and support agile behaviors within your organization
- Make the agile mindset a reality in daily habits and practices for all collaborators
- Anchor your agile posture in an agile organization
- Take a step back on interactions between individuals in an agile organization

## TOPICS COVERED

To make evolve its corporate culture, a company must undertake a cultural shift in paradigms and behaviors. Offer your employees the opportunity to step back from agile practices and methods to anchor a deep agile mindset in a sustainable manner.

### 1. The agile values, concretely?

Beyond the 4 founding values of the Manifesto, how does the agile culture take root in our organization and in our daily life?

### 2. The feedback culture

Concept of continuous improvement, test and learn through the development of a feedback culture

### 3. Let's practice

Role-playing to experiment with certain values and better understand the typology of interactions in an agile system



**Recommended duration**  
Half a day



**Audience**  
All Public



**Go beyond**  
Agile fundamentals



# Feedback culture

LEADERSHIP & SOFT SKILLS

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand why feedback is important
- Know how to give, ask for and receive feedback
- Demonstrate the close link between feedback, psychological safety, and team performance

## TOPICS COVERED

This workshop will empower team members and allow them to reflect on how to create a sustainable feedback culture so that everyone grows and evolves while ensuring the efficiency of the team.

### 1. Introduction to feedback

The definition of feedback  
The 4 pillars of the feedback culture  
The growth mindset

### 2. Giving and receiving feedback

The SBI model  
The OSCAR tool

### 3. Non-violent communication

How to give feedback in a constructive and positive way

### 4. Let's practice

Experimentation of the models and tools on concrete daily cases through role-playing



**Recommended duration**  
1 day



**Audience**  
All Public



**Go beyond**  
Psychological safety  
Coaching for change  
Non-violent communication



# Psychological safety

LEADERSHIP & SOFT SKILLS

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Learn how to create a healthy environment where people can speak freely and where the willingness is the rule
- Encourage continuous improvement in the team
- Know how to define and implement actions to improve trust in teams

## TOPICS COVERED

The workplace must be a place where individuals feel comfortable sharing and trying new things. Managers need to give room for teams to speak up and make mistakes, and for teams to feel comfortable sharing their opinions.

### 1. Psychological safety

The concept, the benefits, the 4 steps

### 2. Creating an environment

The role of the manager in creating a healthy environment where the team can express itself

### 3. Link to performance

Psychological safety as a performance contributor and its link to a feedback

### 4. Let's practice

Team self-assessment with a cards game



**Recommended duration**  
1 day



**Audience**  
All Public



**Go beyond**  
Feedback culture  
Coaching for change  
Non-violent communication



# Non-violent communication

LEADERSHIP & SOFT SKILLS

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand and apply the principles of NVC
- Give feedback based on emotions and needs
- Listen with empathy
- Mediate with empathy in conflict resolution
- Use the right language

## TOPICS COVERED

Non-violent communication shows us a way of being very honest without any criticism, insults, or put-downs and without any intellectual diagnosis simplifying wrongness.

- 1. NVC process**  
Understanding how words contribute to connection or distance. A 4-step process
- 2. Needs profile**  
Emotions and underlying needs  
Analysis of your own needs
- 3. Active listening**  
Listening with empathy to understand not respond
- 4. Conflict resolution**  
Techniques and practical application



**Recommended duration**  
2 days



**Audience**  
All Public, with a priority on managers



**Go beyond**  
Feedback culture  
Psychological safety



# Storytelling

LEADERSHIP & SOFT SKILLS

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Introduce an idea, a product, or a service in an efficient, fast, and impactful way
- Speak publically to make an inspiring and motivating share

## TOPICS COVERED

From Pitch to Storytelling, you will learn how to create and deliver a good story. This will permit you to share your motivation, and enthusiasm with people and empower them. Practicing will be the key to this training.

### 1. What's a good story

How can you recognize a good from a bad story. What does it involve?

### 2. Element of a story

What are the main elements that you should find to build a good story?

### 3. Voice & Gesture

Most of us don't know what to do with the arm and body when talking in front of people. You will also learn to use your voice in an optimal way.

### 4. Secret tips

This is a secret



**Recommended duration**  
1 day



**Audience**  
All Public



**Go beyond**  
Communicate with impact



# Communicate with impact

LEADERSHIP & SOFT SKILLS

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the communication process
- Discover and remove static
- Formulate a message that is received and understood with clarity and purpose
- Improve public speaking skills

## TOPICS COVERED

We all know the numerous communication bias that we can face every day. Here, we will support you to build a strong message and communications strategy to reach your goals and engage your audience.

### 1. Communication process

Discover all elements of the communication process  
Learn where things get stuck

2.

### Remove static

What can you do to clear up the skies

3.

### Communicating with impact

How to build an impactful message and use clear language to reach your purpose

4.

### Public speaking

How to speak in front of an audience and create interaction



**Recommended duration**  
Half a day



**Audience**  
All Public, with a priority on managers



**Go beyond**  
Storytelling



# Solution focus

LEADERSHIP & SOFT SKILLS

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Learn techniques for solving problems and conflicts
- Deepen your understanding of a problem, and the why behind it
- Put into practice 2 tools to make them more easily accessible to us

## TOPICS COVERED

Accompany you to adopt a problem-solving and conflict-resolution mindset by being solution and improvement oriented. You will discover the importance of digging into the why behind each problem; but also of gathering micro-tools to solve problems.

### 1. Introduction to problem-solving

Validating the root causes of the problem

### 2. Mapping the main problems

Turning your challenges into opportunities  
Prioritize your opportunities

### 3. Method of problem analysis

Test card & Learning card: tools to define your assumptions and how to test them

### 4. Building your solution

Value proposition canva: aligning your solution with your users' problems



**Recommended duration**  
2 days



**Audience**  
All Public



**Go beyond**  
Brainstorming techniques



# FACILITATION

Improve your facilitation and training skills





# Facilitating & Training

## FACILITATION

Each content can be adapted according to your needs.

### PEDAGOGICAL OBJECTIVES

- Acquire theoretical and practical means to bring out the collective intelligence
- Integrate the fundamentals of the trainer and the facilitator's posture
- Know how to design and facilitate "real" engaging collective moments and participative trainings
- Understand how to approach an environment as a whole

### TOPICS COVERED

One of the major challenges of our organizations is to know how to mobilize and involve the group. Put individuals and groups in motion in the most inclusive, energetic, and lively way possible.

#### 1. Introduction to facilitation

What it means to be a facilitator and trainer, the expected benefits

#### 2. The different postures

Learning to adapt one's posture according to the audience and the objectives to be reached

#### 3. Collective intelligence

Framework for the emergence of collective intelligence

#### 4. Let's practice

7P tools, role-playing on different types of workshops



**Recommended duration**  
2 days



**Audience**  
All Public



**Go beyond**  
Design thinking  
Coaching for change  
Scrum Master



# Graphic facilitation

FACILITATION

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Experiment and learn an alternative way to communicate information
- Improve your ludique and creative skills
- Be more impactful in the way you present content
- Help to become more self-confident

## TOPICS COVERED

Becoming a graphic facilitator through the use of a combination of graphics such as diagrams, pictures, symbols, and writing to lead people toward a goal in meetings, seminars, workshops, and conferences.

- 1. Demystifying**  
What graphic visualization is and what it is not!
- 2. The Key Elements**  
Text  
Pictograms  
Containers  
Connectors  
Colors and shades
- 3. Practice**  
Good practices  
Trips and tricks
- 4. Create your own style**  
Discover your preference and strength  
Combine them into a unique style



**Recommended duration**

2 days



**Audience**

All Public



**Go beyond**

Visual management  
Art of facilitation



# Visual management

FACILITATION

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Introduction to Visual Management and the associated toolbox
- How to apply visual management on-site and remotely?
- Learn to use these new techniques in your work environment

## TOPICS COVERED

How to represent information visually? How is it related to Business Agility? How to engage the team to co-build themes to be tackled?

### 1. Check-in / Check-out

Check-in,  
Check-out,  
retrospectives,  
future-perspectives

### 2. Product Owner Toolbox

Product Vision Board,  
Product Roadmap,  
Story Mapping,  
prioritization tools,  
Obeya

### 3. Even more tools and scenarios

Brainstorming techniques  
(mind mapping, Ishikawa),  
many tips & tricks

### 4. Change Management

How do you import this  
way of working into your  
teams?



**Recommended duration**  
2 days



**Audience**  
All Public



**Go beyond**  
Graphic facilitation  
Art of facilitation



# Brainstorming Techniques

FACILITATION

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Guide the process of brainstorming and taking the most supportive facilitator stance
- Apply different brainstorming techniques and choose the best-suited one for the situation
- Make ideas more concrete and actionable

## TOPICS COVERED

Brainstorming techniques are both applied to divergent and convergent thinking. We start by guiding the group to produce a lot of ideas. As the ideation progresses, we help them refine, prioritize and decide on retaining only a few.

### 1. Produce a lot of ideas

At this stage, we consider quantity over quality of ideas. We use techniques like trigger questions & creative thinking

### 2. Expand on ideas

Turn the most-promising ideas into a more elaborate format. We use techniques like sketching or giving headlines

### 3. Build on each other ideas

Use collective intelligence to reinforce ideas. We use techniques such as “yes, and”

### 4. Select idea(s)

Give priority to ideas and facilitate decision-making. We use techniques such as dot-voting, impact/effort matrix, tier lists, etc.



**Recommended duration**  
Half a day



**Audience**  
All teams



**Go beyond**  
Design thinking



# Train remotely

## FACILITATION

Each content can be adapted according to your needs.

### PEDAGOGICAL OBJECTIVES

- Come to the conclusion that training remotely is an invitation to completely redesign trainings, not copying and pasting what was done physically
- Raise awareness of new tools and techniques fit for remote trainings
- Maximize the anchor of learnings for a remote audience

### TOPICS COVERED

Training remotely is about re-thinking the way we train, using a better pedagogical approach to maximize learning and better tools and techniques to support this approach

#### 1. Splitting trainings into micro-learnings

Create impactful & targeted remote trainings by segmenting them into micro-learnings

#### 2. Using “attention-clicks”

Keep your audience engaged by creating a rhythm of “attention clicks” in your trainings

#### 3. The best remote training tools

Be tech-friendly by using the most relevant tools: videos, virtual cameras, digital spaces, polls & surveys...

#### 4. Anchoring learnings remotely

Crack the code of what makes an information unforgettable !

wemanimy learning center



**Recommended duration**  
4 half-days



#### Audience

Trainers, managers, agile coaches with a teaching responsibility



#### Go beyond

Facilitating & Training  
Art of facilitation



# CUSTOMER CENTRICITY

Create unique and valuable customer experience





# Lean Start-Up

CUSTOMER CENTRICITY

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Identify the principles and steps of Lean Start-Up
- Know how to apply the Lean Start-Up method
- Learn the fundamentals of the iterative approach "Build-Measure-Learn"

## TOPICS COVERED

The Lean Startup method teaches you how to create and pilot a new business, validating critical assumptions to make decisions based on tangible facts and data. How to make an initiative evolve with the ultimate goal of maximizing customer satisfaction no matter what happens.

### 1. Lean Start-Up Fundamentals

Benefits  
3 main steps:  
Build-Measure-Learn

### 2. Problem & Solution

Identify the problem  
Validate the solution  
The MVP concept  
(Minimum Viable Product)

### 3. Measure to evolve

Possible metrics  
Going at scale

### 4. Let's practice

On what other subjects can I apply it? What is in for me in my daily life tomorrow?



#### Specificity

Our Lean Start-Up trainings are based on problems identified in your context.



#### Recommended duration

2 days



#### Audience

ALL



#### Go beyond

Design Thinking  
Growth Hacking



# Product Management

CUSTOMER CENTRICITY

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Build a product vision through new methods
- Create personas through interviews
- Understand the MVP process
- Learn how to manage dependencies between products in order to generate a global strategy
- Assimilate Design Thinking and Lean Startup methods

## TOPICS COVERED

Develop your employees so that they have an impactful product vision and can restate the vision into a coherent and comprehensive strategy.

### 1. The fundamentals

The product approach  
Product Management  
and Product  
Ownership

### 2. The right product

Product vision and  
strategy  
Related objectives

### 3. The right process

Identify problems  
Validate processes

### 4. Testing the solution

Defining the success  
criteria of a product  
The customer journey



**Recommended duration**  
2 days



#### Audience

All Public with a project or  
product to carry on



#### Go beyond

Design thinking  
Growth marketing  
Lean start-up



# Growth Marketing

CUSTOMER CENTRICITY

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the job of Growth Marketing, tools, and practices
- Learn to analyze marketing initiatives and growth opportunities

## TOPICS COVERED

Growth marketing represents a set of expertise allowing to develop in a perennial way of the marketing/business value/use of a product or a service. These techniques allow organizations to maximize their business.

### 1. Growth Marketing Fundamentals

Approach  
Methodology  
Customer centricity  
AARRR Framework

### 2. Techniques & levers

Overview of the techniques used by the Growth Hackers (SEO, AARRR, Social, Paid Media, Scraping, Lead Generation, Analytics....)

### 3. Selection, prioritization and refinement

Imagine how these ideas could be implemented  
Feasibility, impact, speed of execution...

### 4. Let's practice

Practical application on a real case of its organization - product or service



**Recommended duration**  
2 days



**Audience**  
All Public with digital marketing basics knowledge



**Go beyond**  
Design thinking  
Lean start-up



# Customer Centricity Hackathon

CUSTOMER CENTRICITY

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the importance of paying attention to your end-to-end customer experience (whether internal or external)
- Reconsider your customer approach and journey, identify how to optimize your customer experience



## TOPICS COVERED

This one-day hackathon will allow you to live and experiment with Customer Centricity with and for your teams. We will place the customer at the heart of this day, as it should be in your daily reality.

### 1. Starting Point: Customer

Who is our client? What do they say?  
 What are their complains?  
 What are they looking for?

### 2. Giant brainstorming

The sky's the limit !  
 What ideas do you have in mind to answer their needs/problems?

### 3. Selection, prioritization & refinement

Start to imagine how these ideas could be implemented. Feasibility, impact, rapidity of execution...

### 4. Pitch, influence & move forward

Convince key decidoors that your idea IS THE ONE - Shortlist certain ideas to deep dive into the coming future



**Recommended duration**  
1 day



**Audience**  
All Public: students, clients, etc.



**Go beyond**  
Design thinking  
Growth marketing  
Lean start-up



# Design thinking

CUSTOMER CENTRICITY

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Initiate and lead ideation workshops using Design Thinking method
- Get a toolbox of practices and tools to design unique value propositions
- Use collective intelligence to solve complex problems
- Use user insights to create products with high traction

## TOPICS COVERED

Train your employees to Design Thinking to enable them to imagine and create solutions that truly respond to the problems and needs of your customers.

### 1. Design thinking fundamentals

Origins  
Principles  
Concrete examples of successes

### 2. The 5 steps of Design Thinking and related tools applied to a concrete use case

Empathy - *Empathy Map et Customer Insights*  
Definition - *Value Proposition Canvas*  
Ideation - *Business Model Canvas*  
Prototype & Test - *Score Card & Learning Card + Goals & Achievement Card*



#### Specificity

This training is based on problems identified in your context.



#### Recommended duration

2 days



#### Audience

Participants must have a team management or project leadership role.



#### Go beyond

Lean startup  
Growth Hacking



# Prototyping (for beginners)

CUSTOMER CENTRICITY

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Know the different types of prototyping: strengths and weaknesses
- Understand which type of prototyping is adapted to your needs
- Take into account the conditions and prerequisites for prototyping
- Try a basic prototyping exercise (without being good at drawing ;))

## TOPICS COVERED

Prototyping is a very powerful tool, but to make the most of it, it is essential to have some guidelines and knowledge. Throughout a project you may have to prototype for different reasons (and without being a great designer) so why not start now?

### 1. Where did prototyping come from?

Introduction and origins of this discipline.

### 2. The different typologies of prototype

Advantages, and disadvantages but also understanding of their uses.

### 3. What are the conditions and prerequisites for prototyping?

Be careful not to start in any way or on any type of prototyping.

### 4. And the most fun part... Try your hand at prototyping!



**Recommended duration**  
1 day



#### **Audience**

Beginners: designers, product owners and managers, scrum masters, developers



#### **Go beyond**

User research  
Build a test/interview protocol



# User research (for beginners)

CUSTOMER CENTRICITY

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the purpose of user research: origins and benefits
- Know the different types of research: quantitative and qualitative
- Know how to organize and optimize your research
- Understand what a primary and secondary persona and an anti-persona are and what they are used for

## TOPICS COVERED

Knowing the needs, motivations, and obstacles of users of a service or product have become essential in a user-centric approach. This training will give you not only the basics of user research but also tools and methods.

### 1. Laying the foundations of user research

Determine what is and is not a user search

### 2. When and why do a user search?

What are the benefits and levers to convince people of the interest in user research

### 3. The different tools of user research (quanti and quali)

Know the vast majority of user research techniques (surveys, shadowing, user testing, etc.)

### 4. Learn the different types of personas... and try them out

Small practical exercise to formalize the research



**Recommended duration**  
1 day



#### Audience

Beginners: designers, product owners and managers, scrum masters, developers



#### Go beyond

Prototyping  
Build a test/interview protocol



# Build a test/interview protocol

CUSTOMER CENTRICITY

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Know the different types of questions: open, biased, closed, and follow-ups...
- Learn to organize and build an interview protocol
- Focus on biases to keep human reactions in mind
- Anticipate the most common usage cases during an exchange and work on your posture

## TOPICS COVERED

This training allows concretizing, following the "User research (beginner)" training, the most used tool by the UX researcher: the interview protocol. This is also an opportunity to understand this method and why not be proactive the next time you work with designers.

### 1. Small summary of user search

To understand this training, we will go back to the main axes of the "User research" training

### 2. Building an interview protocol

Organization of a standard protocol. Learning about the different types of questions

### 3. Focus on bias (cognitive science)

We will approach psychology and cognitive sciences to understand the mechanics of human reactions

### 4. Practice creating an interview protocol for a fictional case



#### Prerequisite

Have completed the training "User research (beginner)"



#### Recommended duration

1 day



#### Audience

Designers  
Product Owner, Product Manager, Scrum Master, Dev



Go beyond  
Prototyping



# Blue Ocean

CUSTOMER CENTRICITY

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the Blue Ocean approach: a new winning way of defining strategy. Based on the worldwide bestseller "Blue Ocean Strategy".
- Be able to implement a strategic and product strategy using the Blue Ocean framework and the associated tools



## TOPICS COVERED

Strategic thinking is changing. Innovation, digitalization, and globalization accelerate time, and transform the competitive landscape. It is therefore essential to update the means and tools to define strategic thinking with the latest concepts recognized worldwide.

### 1. Strategic landscape

Understand the different competitive contexts

### 2. Innovation

Integrate innovation into strategic thinking

### 3. Analysis tools and methods

Tools, methods, and templates, to guide and equip the strategic construction.

### 4. Let's practice

Practical workshops on real use cases in different types of contexts or industries



**Recommended duration**  
2 days



#### Audience

Management committee, marketing and innovation managers, product owners and managers



**Go beyond**  
Lean start-up  
Design thinking



# RESPONSIBILITY & SUSTAINABILITY

Align your strategy with sustainability





# Green IT - State-of-the-art

RESPONSIBILITY & SUSTAINABILITY

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Acquire fundamental knowledge about the impact of digital technology on the environment
- Understand and master the actions to be implemented in your organization
- Know how to audit an existing information system



## TRAINER

This training is given by **Frédéric Bordage** - recognized as one of the forerunners and best Green IT and digital responsibility experts in Europe.

## TOPICS

The digital sector represents more than 3.7% of GreenHouse Gas: the equivalent of a 7th continent. Frédéric Bordage, an expert in digital sobriety and co-founder of the GreenIT.fr collective, is partnering with Wemanity to help private and public companies make digital and eco-design, axes of innovation and performance.

### 1. Impact Reduction

Fundamental Knowledge, Key Tools, Methodology

### 2. IS, Data Centers, Software, Management, Telephony, Networks, Computer equipment

### 3. Certifying training

And key implementation skills

### 4. Reduction of the environmental impact of digital technology

## COVERED



**Recommended duration**  
2,5 days



**Audience**  
All public especially strategic functions



**Possible certification**  
Green IT



# Green IT - Eco-design of digital service

RESPONSIBILITY & SUSTAINABILITY

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the global eco-design approach
- Master the fundamental concepts of digital sobriety and eco-design
- Know how to apply them to digital services
- Master the methodology and the main tools for the eco-design of a digital service (excluding LCA)
- Evaluate the environmental performance and maturity of a digital service
- Eco-designing a digital service

## TOPICS COVERED

Eco-design consists of reducing the environmental impact of digital services (website, mobile application, etc.). By combining this approach with other aspects of sustainable development (user experience UX, digital accessibility, and respect for privacy GDPR), we end up with a more responsible conception.

### 1. Fundamentals Concepts

Best practices, and project methodology

### 2. Workshops, use cases, and experiences sharing

### 3. Innovation and value creation through digital sobriety

### 4. Certification and validation of prior learning



**Recommended duration**  
2,5 days



#### **Audience**

All public, especially those part of a development team



**Possible certification**  
Green IT



# Digital accessibility awareness

RESPONSIBILITY & SUSTAINABILITY

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand why accessibility is an important issue today for our stakeholders
- Discover the digital pitfalls to avoid in order to remain inclusive
- Learn about key methods for designing in an accessible way, using real-life examples and cases
- Get resources, tools, and tips to start your accessibility journey

## TOPICS COVERED

Be aware of digital accessibility which has become a must, an obligation in our projects. Whether it is in the method of the project, the design, or the development ... this training will allow you to understand the impacts of the different expertise.

### 1. What's accessibility?

Back to basics to understand the subject.

### 2. Necessity? Obligation?

What does the law say. Anticipate on your projects and the rules to follow.

### 3. Taking into account digital accessibility in a digital project

From project management, through design and development ... Everyone has a role in accessibility.



**Recommended duration**  
Half a day



**Audience**  
All Public



**Go beyond**  
Green IT



# Climate Fresco

RESPONSIBILITY & SUSTAINABILITY

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the IPCC's scientific basis and develop your knowledge of climate change.
- Be able to explain climate change and know how to act at your own scale (professional or personal)
- Reason, feel, imagine and formalize new solutions to put in place.

## THE SYNOPSIS OF THE SERIOUS GAME

Climate fresco is a collaborative and creative scientific serious game created to raise awareness about climate change in a playful way. In addition to bringing scientific knowledge, the climate fresco develops creativity and human skills in the participants. This tool has been designed and shared in Creative Commons by Cédric Ringenbach.

### 1. Climate changes fundamentals

Discover how the climate works and the causes and consequences of climate change

### 2. Complexity of climate changes

Understand the complexity of climate change with a global view of the problematics

### 3. How to act?

Receive the key learnings on how to act effectively



**Recommended duration**  
2 to 3 hours



**Audience**  
All Public



**Go beyond**  
Ecological renaissance fresco  
Digital fresco



# Digital Fresco

RESPONSIBILITY & SUSTAINABILITY

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the scientific basis of the cause and consequences of digital consumption on the climate
- Explain the great challenges of our digital era and the individual actions possible
- Reason, feel, imagine and formalize new solutions to put in place

## THE SYNOPSIS OF THE SERIOUS GAME

The digital fresco is a workshop fun and collaborative with a similar process to the climate fresco. This workshop is both a learning tool and a team building exercise bringing a collective learning experience.

### 1. Comprehension

As a team, identify the cards and draw the links between them to build the fresco

### 2. Creativity

Illustrate the key messages and thoughts then choose a title to own the contents

### 3. Restitution

Each team presents its fresco; title, key messages, color code, then the trainer details the content to bring the pedagogical value

### 4. Action

Identify the most useful actions to put in place to achieve a more sustainable digital industry



**Recommended duration**  
Half a day



**Audience**  
All Public



**Go beyond**  
Ecological renaissance fresco  
Climate fresco



# Ecological Renaissance Fresco

RESPONSIBILITY & SUSTAINABILITY

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Discover a resilient, sustainable, and equitable world and organizations
- Understand the keys to their success
- Activate the 24 workstreams to create sustainable solutions
- Explain the SDGs and link them to my projects
- Use the fresco tool to guide my ecological and socially responsible actions

## THE SYNOPSIS OF THE SERIOUS GAME

Via this serious game "Ecological Renaissance Fresco", explore a fresco created by the expert Julien Dossier and become an actor of the Ecological Renaissance, as an individual, citizen, and organization.

### 1. Awareness

Get to understand the problem

### 2. Scope

Discuss local and international social issues

### 3. Areas

Decipher the 24 areas of the fresco

### 4. Action

Acquire the keys to act on the basis of the 17 UN Sustainable Development Goals (SDGs).



**Recommended duration**  
Half a day



**Audience**  
All Public



**Go beyond**  
Digital fresco  
Climate fresco



# TECH

Make technology accessible for all





# Scrum Developer

TECH

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Learn the foundations of the Scrum framework and how it can be relevant to apply it in IT solution development environments
- Understand the importance of quality and users in your development
- Know the roles and responsibilities within the team and how to create collective commitment and responsibility

## TOPICS COVERED

Enable your employees to adopt agile, collaborative, and efficient practices when developing complex IT solutions.

### 1. Agile and Scrum fundamentals

Agile values and benefits  
The Scrum framework  
The origin of Software  
Craftsmanship

### 2. Code quality

Clean Code  
SOLID principles  
Boy Scout Rule  
KISS

### 3. The communities

Communities of practice  
Peer review,  
programming  
Collective ownership

### 4. Let's practice

Artists & Specifiers  
Testing Contest



**Recommended duration**  
2 days



#### Audience

Participants must be members of a development team.



**Possible certification**  
Professional Scrum Dev



#### Go beyond

Software Craftsmanship



# Software Craftsmanship

TECH

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand and develop craft strategies (testing, branching, etc.)
- Know the best practices to guarantee the quality and maintainability of an application
- Apply, explain and distill the Software Craftsmanship culture and principles to other developers

## TOPICS COVERED

Want to create a community of coding ninjas to serve your products? Deepen your team's knowledge of Software Craftsmanship for more quality and reliability in the code.

### 1. Software Craftsmanship: from origin to values

Deep Agile roots  
The manifesto, the values  
Complementarities to  
DevOps

### 2. Peer-to-peer practices for effective team dynamics

Branching strategies  
Code reviews, do's & don'ts  
Pair / Mob programming  
Deliberate Practice &  
Knowledge Sharing

### 3. Clean code and evolutive conception

Clean Code and simple design  
Refactoring: taking care of the code  
Legacy cases  
Introduction to DDD  
Clean Architecture  
Monolith vs Microservices

### 4. Manage your developments by testing and examples

TDD  
BDD / ATDD  
Tests pyramid



### Recommended duration

Awareness: 1 day  
Masterclass: 3 days



### Audience

Everyone who is part of a  
development team



Go beyond  
DevOps



# Language From Scratch:

Java, PHP, JavaScript, Python, Go  
TECH

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Master a programming language
- Apply norms, conventions, and major standards
- Design and develop major “Design Patterns”
- Perform unit and functional tests

## TOPICS COVERED

The objective is to understand how a programming language works before using a turnkey solution in order to be able to gain flexibility and adaptability to any solution.

### 1. Languages fundamentals

Installation of tools and environment in order to discover a programming language through practical work.

### 2. Programming standards

Presentation and application of standards, conventions, and best practices

### 3. Development of a concrete solution

Design and implementation of a solution applying the main concepts of the programming language.

### 4. Testing & DevOps

Implementation of various tools to ensure long-lasting, stable, and scalable operation.

DevOps Fundamentals



**Recommended duration**

5 days



**Audience**

Everyone who is part of a development team



**Go beyond**

Software Craftsmanship  
Technical Stack



# Technical Stack:

Spring/Spring Boot, Symfony, Laravel, React - Next/Next Js., NodeJS, Angular, Vue/Nuxt.Js  
TECH

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Implement a high-performance technical stack adapted to the needs
- Understand the Front & Back issues of a technical solution
- Master a front programming language
- Master a back programming language

## TOPICS COVERED

You will learn how to develop a solution integrating a Front-End language and a Back-End language allowing complete control and design autonomy.

### 1. Designing a relevant stack

A complete definition of the project to be carried out on the defined stack

### 2. Back-End

API development and technical documentation

### 3. Front-End

Design and integration of an interface connected to the API



**Recommended duration**  
10 days



**Audience**  
Everyone who is part of a development team



**Go beyond**  
Software Craftsmanship  
DevOps  
DevSecOps



# DevOps

TECH

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the fundamentals of DevOps, the key principles and practices
- Discover the ways to implement DevOps in different organizational contexts and objectives
- Know the purpose of a well-crafted CI/CD chain and the benefits it brings to the team and organization delivery
- Hands-on experience creating a delivery pipeline with a clou-native approach

## TOPICS COVERED

DevOps helps accelerate the delivery of business value by fostering team collaboration, delivery pipeline automation, and continuous shipping.

### 1. DevOps fundamentals

Origin and history of DevOps  
Biggest benefits

### 2. DevOps tools

Overview of Modern DevOps Tools  
Docker, Kubernetes, Gitlab CI, Docker Swarm, Kubernetes Helm

### 3. DevOps environment

Implementation of Docker Containers & Docker Swarm Orchestration & Kubernetes

### 4. CI/CD

Realization of an Automate Code Delivery and Deployment Pipeline



**Recommended duration**  
2 days



**Audience**  
DevOps, Developers, Architects



**Go beyond**  
Software craftsmanship  
DevSecOps



# ARCHITECTURE & APIs

Open and Align IT with Business





# Business Analysis Best Practices

ARCHITECTURE & APIs

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Acquire Business Analysis fundamental knowledge
- Apprehend Business Analysts' expectations in your organizations
- Point out limitations and impacts due to Business Analysis lacks
- Identify which best practices adopting to quickly improve your Business Analysis

## TOPICS

Overview of the Business Analysis Body of Knowledge with a focus on the BA tools to overcome barriers to change

## COVERED

### 1. BABOK fundamentals

Business analysis definition  
Business Analyst role  
The BABOK framework

### 2. Change Barriers

Verbatim, Posture

List of issues commonly encountered

### 3. Methodology and Tools

Functional coaching  
Improvement axis  
modules and  
roadmap

### 4. The BABOK certification



**Recommended duration**  
2 days



**Audience**  
All

Ideal for strategic  
functions (Managers,  
Leaders, Directors)



**Possible certification**  
ECBA / ECBA +  
CCBA  
CBAP



# TOGAF® Training Program Combined

ARCHITECTURE & APIs

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Helps Enterprise Architects understand how TOGAF® can address enterprise requirements.
- Go through all TOGAF 9.2 framework components and how to use them
- prepare for the certification Level 1 & Level 2.

## TOPICS COVERED

TOGAF® is a conceptual and methodological framework that has become an industry standard for developing and maintaining enterprise architecture.

### 1. TOGAF® fundamentals

Understand why Enterprise Architecture and Togaf®9.2 Core concepts

### 2. Architecture Development Method

Understand the different phases of ADM from Vision to Gouvernance, with their guidelines and techniques

### 3. Content Framework/ Enterprise continuum / Capability Framework

Understand the architecture models /tools/artifacts to be applied with Togaf®9.2

### 4. Prepare & Pass TOGAF® certification



**Recommended duration**  
5 days



**Audience**  
Architects, Dev, PM, PO



**Possible certification**  
TOGAF® 9.2  
Level 1 & Level 2



# API strategy for Business

ARCHITECTURE & APIS

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the API world
- Identify the business value of an API
- Build a strong Business/IT relationship
- Learn how to market an API
- Learn how to design a Developer Experience
- Get the basics for a great API design

## TOPICS COVERED

Acculturate your business managers to the API world and give them the keys to understanding the business potential of the API and initiating an API strategy

- 1. API 360°**  
Understand the ecosystem of the API world, the players, and the value chain
- 2. Market an API**  
Learn to build an API-based product and the key actions to launch it on your market
- 3. Design an API**  
Discover the key principle to design an API and the impact it has on the business value
- 4. Run an API product catalog**  
Learn how to build a consistent API catalog, develop the audience and the related KPI



**Recommended duration**  
1 day



### Audience

Everyone who is part of sales, marketing, legal, experience or business teams



### Go beyond

Embracing openness with APIsation



# Embracing Openness with APIsation

ARCHITECTURE & APIs

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the technical, functional and business challenges of APIs
- Master the best practices of API design
- Discover the best practices along the API lifecycle
- Master API Management principles

## TOPICS COVERED

From strategy to delivery, the success of an API-oriented approach requires a highly diversified range of skills. This training will introduce you to these skills and help you become autonomous in your technical, functional, and business decisions.

### 1. Reminders on APIs

A reminder of the origins of APIs, the concepts, and Standards.

### 2. Architecture and tools

Overview of possible API architectures, and of the main API approaches to building a successful API architecture.

### 3. Design tips for a killer API

Learn about the best design practices for Affordance APIs.

### 4. API Management

Introduction to API management and API governance.



**Recommended duration**

2 days



**Audience**

Project managers,  
architects, developers,  
product owners



**Go beyond**

API strategy for business



# Anypoint Platform Development

ARCHITECTURE & APIs

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Get a Hands-on experience to build APIs & Integrations using MuleSoft
- Prepare MuleSoft Developer Certification

## TOPICS COVERED

This course is for developers and architects who want to get hands-on experience using Anypoint Platform™ to build APIs and integrations

**1. API dev Cycle**  
Discover, Consume, Design, Build, Deploy, Manage and Govern API, on Anypoint PF

**2. Let's Practice**  
Use Anypoint Studio to Build & debug integrations & API Implementations

**3. Prepare Certification**  
MuleSoft developer certifications Practice Tests



**Recommended duration**  
2 days



**Audience**  
Developers & Architectes



**Possible certification**  
MuleSoft Developer



**Go beyond**  
MuleSoft Platform Architect



# Mulesoft Platform Architect

ARCHITECTURE & APIs

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Define and be responsible for an organization's Anypoint Platform strategy
- Promote the emergence of an effective application network out of individual integration solutions following API-led connectivity across an organization

## TOPICS COVERED

Be able to act as an Architect to Break down functional requirements into business-aligned, versioned APIs using API-led connectivity. And be able to advise on DevOps, CI/CD, testing, the establishment of C4E

- 1. Establishing organizational and platform foundations**  
Explaining application network basics & C4E approach
- 2. Designing APIs & enforcing NFRs using API Manager**  
Break down functional requirements into business-aligned APIs with effective granularity.
- 3. Architecting and deploying effective API implementations**  
Identify APIs to implement a business process and assign them to layers of API-led connectivity
- 4. Monitor and analyze Application network in Production**  
Generate data for monitoring and alerting



**Recommended duration**  
3 days



**Audience**  
Functional Architects,  
Solution Architects



**Possible certification**  
MuleSoft Platform  
Architects



**Go beyond**  
MuleSoft Integration Architect



# MuleSoft Integration Architect

ARCHITECTURE & APIs

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Translate functional and non-functional requirements into MuleSoft integration interfaces and implementation designs
- Select the best Mule components and patterns for integration solution designs
- Advise technical teams on performance, scalability, reliability, monitoring, and other operational concerns of integration solutions on the Anypoint Platform

## TOPICS COVERED

This course teaches experienced solution and technical architects or lead/senior developers how to design integrated solutions that meet functional and non-functional requirements using Anypoint Platform™.

### 1. Architecting and designing integration solutions

Introducing integration solution architectures / Designing integration solutions using Mule applications

### 2. Operationalizing integration solutions

Deployment strategy / State preservation and management options/ Automated software development lifecycle

### 3. Strategies to meet non-functional requirements

Reliability, Security, High Availability, Performance



**Recommended duration**

5 days



**Audience**

Solution/technical Architects, Lead/Senior Developers



**Possible certifications**

MuleSoft Certified Integration Architect - Level 1

1



# DATA

Learn about data opportunities today to make better decisions tomorrow





# Data Awareness

DATA

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Develop your culture and understanding of data stakes
- Sow the first seeds of a data culture within your organization
- Understand the different types of data and how to efficiently collect them

## TOPICS COVERED

In today's world, data is everything - it affects policy, strategy, organization, technology, communication, etc. From operations to C-Level, from business to support, from sponsorship to operations, etc. Here we show you its value and benefits.

### 1. Data fundamentals

- Definition
- Concepts
- Benefits
- Challenges

### 2. Data to predict the future?

- Statistical principles
- Data analysis
- Using data to make decisions

### 3. Ethical use of data

- Impact of GDPR
- Biases in the interpretation of the data

### 4. Let's practice!

OKR of a Data strategy in your organization for C-Level **OR**  
Breakdown of a data life cycle for operations



**Recommended duration**  
Half a day



**Audience**  
Everyone from operations to C-Level



**Go beyond**  
Data roles



# Data Science Awareness

DATA

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Have a business culture around data, as well as notions and wording for Data Science
- Know the wording and main notions to interact with Data Scientists
- Know how to identify the business issues where Data Science can be applied
- Know the main steps in framing a Data Science project.

## TOPICS COVERED

Data Science enables the extraction of high-value information from large volumes of data that would be complex to extract by humans or by computer systems.

### 1. Machine learning

Main concepts and requirements

### 2. The Data scientist's workflow

### 3. Model Taxonomies

Used in Data science

### 4. Exercises & practical application

Workshop on a model example



**Recommended duration**

1 day



**Audience**

All Public



**Go beyond**

Data awareness

Data roles

Artificial intelligence



# Data Roles

DATA

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Integrate a data culture into your activity
- Project yourself in your role as Data Owner, Data Steward, ...
- Understand the challenges of the Data Task Force through the data roles of the Group, Regions, and Business Areas

## TOPICS COVERED

All data roles within the organization will be explained with their responsibilities, activities, and interactions. Sharing moments will allow the integration of reflections and feedback. A workshop will give the different roles a perspective on the data issues experienced in the customer context.

### 1. Being data-driven

Is there a definition of a data-driven organization?

### 2. The data roles

All data roles will be described and illustrated

### 3. Workshops

Selection of real use cases, and analysis of the value of the roles on the use cases.

### 4. Interactions between roles

Through good practice, visualization of operational links between roles



**Recommended duration**

1 day



**Audience**

Everyone with a data role



**Go beyond**

Data quality  
Data architecture



# Data Architecture

DATA

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Show the constraints and limitations of traditional architectures
- Explain what makes it possible to modernize its architecture from a technical and operational point of view
- Detail the technical concepts and components found in a modern data-oriented architecture

## TOPICS COVERED

Modern data-oriented architecture must reflect the needs of the organization. We will address the following themes around data: collection, processing, modeling, exposure, governance, quality, performance, and security.

### 1. Evolution of Architectures

The obstacles of classical architectures  
The contribution of new technologies

### 2. Objectives of the Data Architecture

Control and access data in a more fluid way  
Enhance the value of your data

### 3. Main components

What you will find in a modern data architecture

### 4. Concrete use cases

Highlighting concepts on concrete use cases



**Recommended duration**

Half a day



**Audience**

Everyone with a data role



**Go beyond**

Artificial intelligence



# Data Quality

DATA

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Master the challenges of data quality
- Understand the objectives and activities of data quality management
- Through practice, approach the tools and methods of data quality management

## TOPICS COVERED

Through a generic framework, the first activities in the management of data quality will be covered: collection, analysis, and steering. Sharing moments will allow the integration of reflections and feedback. A workshop will allow the analysis of an erroneous data set and propose a process that can be deployed within the organization.

### 1. Presentation of the discipline

State of the Art

### 2. Workshops

Walk through a data set to find errors and propose a process...

### 3. Experience feedback

Example of deployment in a complex organization

### 4. Link to roles

Putting data roles into perspective on data quality management



**Recommended duration**

Half a day



**Audience**

Head of data stewards,  
lead data officers, data  
owners



**Go beyond**

Dataviz PowerBI  
Data architecture



# Dataviz PowerBI

DATA

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the usefulness and benefits of data visualization
- Identify the criteria for good visualization
- Share with teams through your dashboards

## TOPICS COVERED

Faced with the problems encountered with data: volumetry, heterogeneity, lack of quality, lack of a common business language, etc., a well thought-out visualization is both the simplest and the most impactful solution.

### 1. Transform and visualise

Load and prepare your data with Power BI and build simple visualizations

### 2. Designing a data model

Add and manipulate filters and create your own calculations

### 3. Publish your dashboards

Establish a simplified publishing and sharing process



**Recommended duration**  
2 days



**Audience**  
Everyone with a data role



**Go beyond**  
Data architecture



# Artificial intelligence (AI)

DATA

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Better understand what is called "Artificial Intelligence"
- Identify the main applications in everyday life
- Understand the value that AI can bring in a business context
- Know where AI fits in the organization and why it is used
- Understand the challenges in developing and using AI solutions
- Understand the limits of AI and the potential drifts
- Know the legal framework in a broad outline

## TOPICS COVERED

Through concrete examples, illustrations from daily life, videos, and examples of use cases, the workshop will give a better visibility of AI technologies. Above all, it will help to identify the prerequisites for further development within the organization.

### 1. Introduction to AI

What is Artificial Intelligence? Overview of the different applications

### 2. AI in the organization

State of AI in the organization: pre-requisites and description of the development phases of an AI project

### 3. Risks and limits of AI

Ethics and law: frameworks for AI. Category of risks and overview of potential abuses.



**Recommended duration**  
Half a day



**Audience**  
All Public



**Go beyond**  
Data awareness



# CYBERSECURITY & BLOCKCHAIN

Prepare your business to tomorrow's threats and opportunities





# Cybersecurity for all

CYBERSECURITY & BLOCKCHAIN

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the motivations of hackers in trying to trap you
- Protect yourself thanks to a good understanding of the main hacking methods used to compromise a business and your data
- Understand the types of threats that can be encountered on a daily basis, with a focus on new trends
- Addressing everyday good practices to limit cyber security risks

## TOPICS COVERED

This module is open to all: whether you are a novice or already aware of the issues and risks, we guarantee to provide you with new and up-to-date information on how a hacker operates so that you can foil anything he or she may undertake.

### 1. Hackers' motivations

What data is targeted and why?

### 2. Methods used by hackers

Phishing, scams, ransomware

### 3. Types of threats in a company

Data theft, access theft, reputation

### 4. Good practices to protect yourself on a daily basis

Password management, identifying a phishing email



**Recommended duration**

Half a day



**Audience**

All Public



**Go beyond**

Data awareness  
Artificial intelligence



# Cybersecurity for management

CYBERSECURITY & BLOCKCHAIN

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand key elements to protect an IT System
- Know how to identify my bad habits, the ones from my colleagues and those around me. How to correct them?
- Be familiar with business risks assessment related to safety and protection

## TOPICS COVERED

Now that we have a better understanding of what constitutes an IT system, we are tackling the habits and reflexes to have within the company as well as at home in order to protect oneself, one's environment, and one's entourage.

### 1. IT Systems are made of...

Tools, software, and the right people

### 2. Habits and reflexes to protect yourself

Secure your workstation, verify the identity of your contacts

### 3. Introduction to business risks

What kind of risks, how to identify them



**Recommended duration**  
Half a day



**Audience**  
All Public



**Go beyond**  
Artificial intelligence  
Data awareness



# DevSecOps

CYBERSECURITY & BLOCKCHAIN

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the fundamentals of DevOps and DevSecOps
- Know how to set up a CI/CD chain including tools and processes dedicated to security
- Know how to measure security risks
- Know how to manage a crisis situation (security breach)
- Know how to improve the security of your project
- Master OWASP 10
- How to secure a component
- Test the intrusion in your code and infrastructure

## TOPICS COVERED

DevSecOps helps accelerate the delivery of business value while ensuring the security of an application.

We will discuss how to address security issues, how to stay up-to-date, how to maintain the security of an application, and what to do in case of an identified intrusion or security breach.

### 1. Items to check in an application

Logs, access management, secure code practices

### 2. The various risks

Internal and external

### 3. Use of the CIA approach

Identification of confidentiality, integrity, and availability risks

### 4. Prioritization of safety projects according to risk

Risk Management through several workshops



**Recommended duration**  
2 days



**Audience**  
Developers and DevOps



**Go beyond**  
Data awareness  
Artificial intelligence



# Inspirational Serious Game “Hacker”

CYBERSECURITY & BLOCKCHAIN

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Know how to identify bad habits and behaviors that can jeopardize you and your company
- On a daily basis, act differently in the use of IT tools to better protect yourself



## EXPERIENCE

Beyond a serious game, our Customer Success team creates a unique and immersive experience with a special environment and a scenography comparable to the best escape games!

## THE SYNOPSIS OF THE SERIOUS GAME

Cybersecurity today is neither a choice nor an individual matter. Whether at work or at home, everyone is concerned and must be aware and vigilant of the risks.

**Be in the shoes of a hacker and carry out your mission to destroy the security of the targeted company!** You will be faced with a series of bad habits; the most common ones will make your daily life as a hacker easier BUT which expose the company to high risks!

Whatever your need or the topic you wish to address, our Security Game experience can be adapted with a tailor-made scenario to your problem.



**Recommended duration**  
2 hours



**Audience**  
All Public



**Go beyond**  
Cybersecurity for all



# Blockchain Awareness

CYBERSECURITY & BLOCKCHAIN

*Chaque contenu peut être adapté en fonction de vos besoins.*

## PEDAGOGICAL OBJECTIVES

- Understand the fundamentals of Blockchain
- Learn more about the use of Blockchain in different sectors
- Discover crypto-currencies from their creation to their use by understanding their valuation
- Get to know metaverse to understand the technology and the issues

## TOPICS COVERED

Blockchain offers a robust and promising technology that gives it the potential to be used in various sectors. This training is aimed at beginners wanting to understand its use and at companies wishing to make their employees aware of the potential of blockchain.

### 1. Fundamentals of the Blockchain

History, creation, evolution, its functioning and added value.

### 2. Crypto-currencies

From their creation to the birth of their ecosystem while understanding their valorisation.

### 3. Concrete Blockchain use case

Application in the sectors: health, banking, luxury, energy, real estate.

### 4. Metaverse

Connecting Blockchain and NFT technology to an increasingly virtual world.



**Recommended duration**  
2 hours



**Audience**  
All Public



**Go beyond**  
Blockchain Serious Game

**Interested? Get in touch with us!**



# 80+ skilled and talented trainers and facilitators

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**Manaëlle Perchet**  
#CSR



**Benjamin Simonneau**  
#Data Gouvernance



**Kirsten Dewilde**  
#Soft skills



**Daniel Van Der Starre**  
#Leadership



**Marc Nieman**  
#Management 3.0



**Mohamad Najem**  
#Agile Fundamentals



**Adil Zriouil**  
#Transformation



**Iuliana Bejan**  
#Software Craftsmanship



**Lucie Le Jeune**  
#Project Delivery



**Amirali Yazdi**  
#Data



**Damien Leveque**  
#Cybersecurity



**Thomas Rafflin**  
#Facilitation skills



**Elodie Jaeger**  
#Customer Centricity



**Sara De Decker**  
#Change



**Michael Gicquel**  
#SAFe

And many more...

# Our core team at your service



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# Zoom on: Our learning methods





# Learning Strategy



## YOUR LEARNING CULTURE

Build and/or strengthen your **continuous improvement** mindset



## HR AS A KEY PILLAR

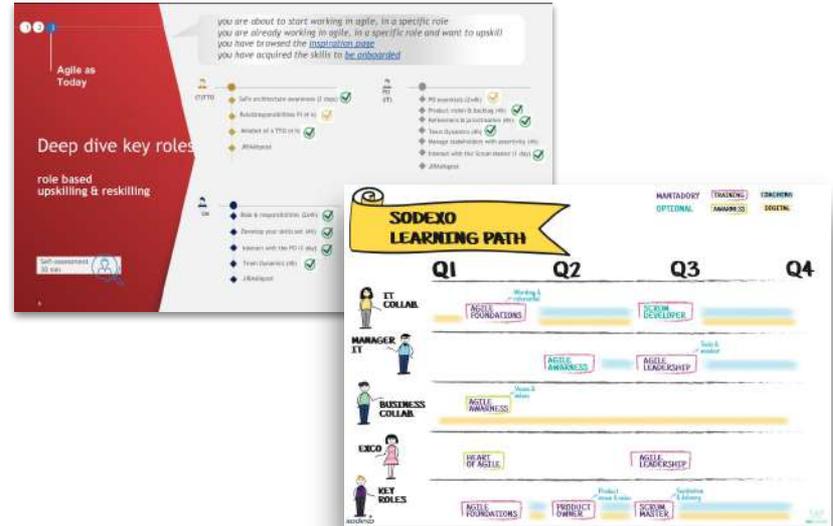
Position the HR department as a key pillar of the **transformation**



## UPSKILLING AND RESKILLING

Upskill and/or reskill individuals to successfully face new challenges

Be a **real partner** of HR departments by supporting them to **build the skills of tomorrow**



*Examples of deliverables developed following our learning strategy consulting services*



# Inspirational talks and seminars

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## TEAMWORK & ENGAGEMENT

Activities are organized in subgroups, enabling participants to **collaborate** and express themselves in a **safe environment**



## AGILE CULTURE

All of our seminars are built on agile values and principles, which are experienced by the participants.  
Activities are **adapted to your context** to anchor new behaviours.



## FUN

A key criteria of success for an unforgettable seminar

Organise, prepare and facilitate tailor-made seminars to **provoke the change in inspiring contexts**





# Digital learning



## PEDAGOGICAL VIDEOS

Accompany your employees via short videos, allowing them to **discover or deepen a concept or a tool**.

Customized and off the shelf pedagogical videos are possible.



## GAMIFIED E-LEARNING

Gamification encourages **engagement** and always combines **thought with action**.

Customized and off the shelf e-learning courses are possible.

Diversify your learning approach by using **reverse pedagogy** and digital learning



*Illustrations of our digital learning offers*



# Tailor-made training sessions

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## LEARN BY DOING

The practice is the central element that will build the bridge **between theory and daily reality**



## FIELD-ORIENTED TRAINERS

All of our trainers **alternate between** conducting **training sessions** and **supporting the transformation** of organizations



## PROMOTE THE TRAINING ADAPTABILITY

We **co-create** learning paths for each persona, and our trainers always **adapt to your context and your employees**

*Our training can be organized **onsite or remotely**. We don't recommend hybrid training.*

10 expertises to **upskill** and **reskill** your teams





# Mentoring



## ANSWER TO THE MENTEE SPECIFIC NEED

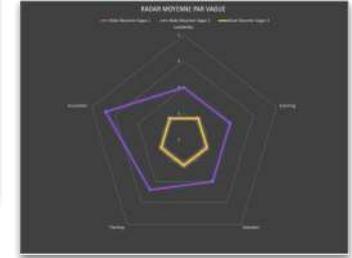
Base our support on specific mentee challenges, where 3 criterias are shared before the session: **Context - Statement of the problem - Success criteria**



## GET AN EASY ACCESS TO THE SESSIONS

Through short, impactful, **on-demand** online sessions

Supporting individuals by giving them access to **on-demand mentoring sessions**



### QU'EST-CE QUE LE FEEDBACK?

Le moyen le plus efficace d'améliorer la connaissance de soi et d'influencer l'apprentissage et la performance d'autrui en entreprise, un individu capable de faire émerger et de renforcer des comportements.

#### LES DIFFÉRENTES FACETTES DU FEEDBACK



#### RENÊTRE DE JOHARI



DEMANDER DU FEEDBACK POUR APPRENDRE EN CONTINU



*Our mentors capitalize on our existing pedagogical materials to illustrate their tips and tricks while helping the mentee to assess his/her skills.*



# Train the trainer



## ENHANCE NEW **POSTURE** AND NEW **PRACTICES**

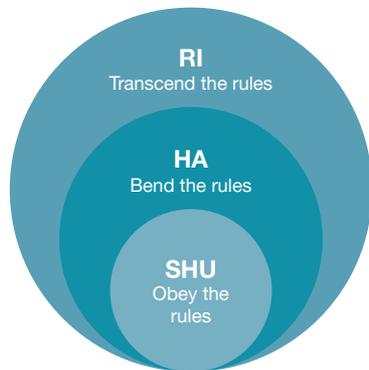
Make your internal talents grow so that they **adopt new posture and practices** to become talented and skilled trainers



## **PRACTICE** WITH A SENIOR TRAINER BEFORE DELIVER BY YOURSELF

Using the SHU-HA-RI method, we will help you to prepare the pedagogical materials, experiment training with a peer, **adapt** the material and your posture **based on feedbacks**

Making you autonomous by upskilling your collaborators on the **trainer posture**



*Examples of methods used for train the trainer*



# Community of practices

Ensure continuous learning by taking the time to share experiences between peers and grow all together



## COMMUNITY BACKLOG

To initiate and frequently update **based on the community needs**



## SUCCESSFUL KICK-START

Guarantee the success of the **first community gatherings**, by finding the right momentum, communicating, preparing, facilitating and restituting



## AUTONOMY

Handover to your **internal champions** as soon as they are ready to sustain the communities



*Examples of deliverables built during communities of practices: podcasts, creation of a community communication channel, guide of best practices, etc.*

# Zoom on: Our terms and conditions



# Our terms and conditions

## *Terms and conditions of access*

- In order to retrieve participants' expectations and adapt our training courses to their level, we analyze participants' needs and level of maturity through maturity questionnaires, interviews and/or a co-creation workshop (caneva used highlighted on page 5).
- When we receive a training request, we can deploy it within 3 weeks.
- This access time is adaptable to the specific needs of the beneficiary.

## *Training follow-up and implementation procedures*

- Thanks to the co-creation workshop, we can adapt our training courses to your organization's specific requirements.
- During the course, we will take attendance sheets to certify the presence of each participant.
- At the end of each training session, participants fill in satisfaction questionnaires to highlight what they have learnt and suggest areas for improvement.

## *Results indicators*

- We systematically measure customer satisfaction following our training courses, as well as the recommendation rate via our post-training satisfaction questionnaires.
- If you would like more information about these results, please contact a member of our Customer Success team:
- Juliette Costal - Customer Success Lead - jcostal@wemanity.com - +33 6 27 87 70 41
- Amélie Le Bret - Customer Success Manager - alebret@wemanity.com - +33 7 66 16 31 46

## *Pedagogical, technical and coaching methods used*

- All our training courses are led by senior consultants in facilitation methods.
- For face-to-face training away from your premises, we provide a training room with video projector, flipchart, course materials and lunches for participants. Training courses are given in French or English.
- For remote training, Wemanity provides collaborative and videoconferencing tools, while adapting to the tools used in your organization.

## *Assessment methods*

- All our training courses are evaluated on a formative basis: through questions, practical exercises and discussions, the trainer identifies any difficulties encountered by the learners, so as to provide them with the best possible support by adjusting his or her teaching. Where appropriate, and in agreement with the client, questionnaires can also be completed at the end of the course.

## *Accessibility for the disabled*

- If your group includes one or more people with disabilities, we ask you to notify your contact and/or your trainer.
- All our training courses can be adapted for people with disabilities, as our team and trainers are trained to support people with disabilities.
- Our premises are equipped with elevators to facilitate access to our training rooms.

## *Rates*

- All our prices are available on request.



**wemanship**