



Socio-Economic Institute
of Firms and
Organizations

VOCATIONAL TRAINING SEMINAR

"Performance +" Socio-Economic approach to management

Techniques and tools required
to successfully implement
change management projects **6**

This training program is value-added to directors and managers of small to medium-size businesses and large-scale companies, auditors-accountants, quality managers, internal and external consultants and OD practitioners.

Objectives

It offers the acquisition of methods and tools for flexible and customized *socio-economic management* to initiate and conduct change and innovation in organizations, in order to overcome the present crisis. ISEOR SEAM method was developed through extensive R&D programs on management.

SEAM method has been experimented in over 1,200 companies and organizations ranging from SMEs to MNCs in a variety of activity sectors and geographical locations (35 countries on 4 continents). Hidden costs stemming from dysfunctions range from € 15,000 to € 60,000 per year per capita, depending on the kind of company.

Training sessions

2 four-day training sessions) . It is possible to start the seminar either in October or June, and attend the following session as a loop schedule.

Forthcoming sessions:

- 14, 15, 18 and 19 October 2013, along with the Autumn ISEOR International Conference
- 10, 11, 14 and 17 June 2014. In addition, participants are invited at the Iseor and Academy of Management (ODC) International Conference on 12 and 13 June 2014.



Contact
and registrations



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Program

Training Seminar in Socio-Economic Approach to Management

This seminar is aimed at training participants in techniques and tools which are necessary to successfully carry out management consulting interventions.

Participants will acquire skills to undertake socio-economic interventions in companies or organizations, calculate the economic balance of the change process and implement socio-economic process and tool-box.

2 four-day training sessions

- **Selling and designing socio-economic intervention. Timeline of the change process:**
 - . Objectives of the SEAM: principles and methods
 - . The Horizontal and Vertical intervention (HORIVERT method)
 - . Entry and Negotiation of the intervention
 - . Typology of actors in the negotiation process
- **Stirring actors in the change process and part played by consultants:**
 - . Qualitative dysfunctional diagnostic
 - . Strategic piloting log-book
 - . Table of skills
 - . Fine tuning the pace of the intervention process
 - . Change energy input through consulting
- **Self financing of the socio-economic project through transforming hidden costs into added value creation:**
 - . Hidden costs diagnostic
 - . Expert opinion
 - . The project: drawing on the diagnostic to work out innovative solutions
 - . Management tools aimed at structuring and steering the intervention
- **Activity Management tools and actors involvement**
 - . Priority Action Plan
 - . Periodically Negotiated Activity Contract
 - . Connecting socio-economic management tools to get on-going steering
 - . Developing internal consultants' skills

Take-away

- **Implementation of hands-on implementation of the method, through personalized assistance Assistance provided during the key-points of a change process:**
 - . Support provide to implement socio-economic tools in your own job
 - . Designing improvement actions
 - . Preparing the presentation of the mirror-effect diagnostic
 - . Project management and implementation of improvement actions
 - . Assistance to implement evaluation performance metrics

Two academic and practitioner conferences

Testimonies of the outcomes of socio-economic case studies. It is an opportunity of learning through cross-fertilizing with other experiments.

Tuition fee :

€ 1,750, + 19,6% Tax ;
ie € 2,093 including Tax

Pay-back is usually less than one year when undertaking a few interventions within companies as a follow-up to the sessions. It includes seminars, 4 books and training materials.