

# Wemanity Learning Center

wemanity

*Training catalog 2024*



*Last update: August 2024*

Wemanity is a unique **consulting group** specialized in **organizational transformation**.

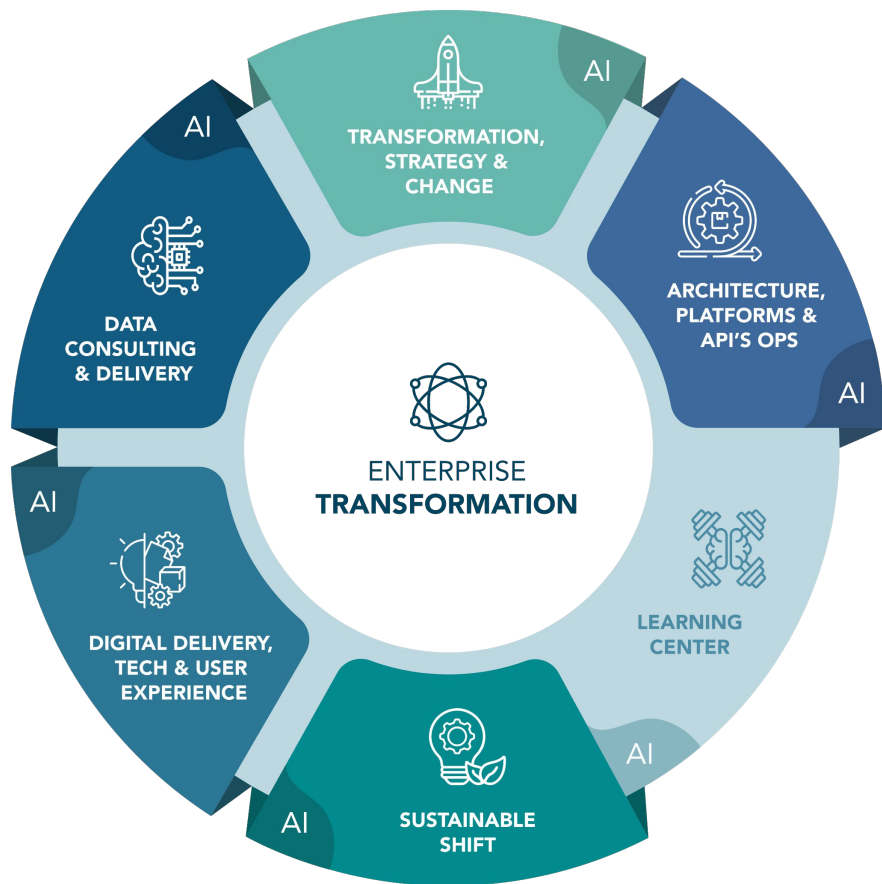
The Wemanity Learning Center is the Wemanity Group's **training organisation**.

We enable our customers to sustain the group's support by working on the **internalization of skills** and the **autonomy of employees**.

10 000+  
employees  
trained each year

90+  
trainers

100+  
areas of  
expertise



# Our vision of learning

---

More than ever, training strengthens the skills of your employees and enhances your employer brand. Your needs are unique, your ambitions are strong and you aspire to transformation, innovation and growth. This is precisely where we come in.

Since 2018, Wemanity has chosen to focus on training. By combining the Group's strength in large-scale transformations with our pedagogical expertise, we will support you in the design and implementation of your Learning strategy.

Deeply convinced that **change management must be an integral part of learning programmes**, we combine our skills to develop and sustain yours. Our methodology is described in the following slide.

**The mission of the Wemanity Learning Center is to cultivate continuous learning and collective intelligence to drive positive change.** We do this by diversifying our formats to suit your objectives and by highlighting forward-looking topics that nurture and inspire your people.

We are proud to offer you a tailor-made learning experience where every module, every workshop, every moment of exchange reflects our commitment to your excellence.

You're looking for more than just training, and we know it.

*Le Wemanity Learning Center*  
***always be learning!***



# Why Wemanity Learning Center ?



## PROVIDE A **UNIQUE AND IMMERSIVE EXPERIENCE**

Through the power of co-creation and our overflowing creativity, we create unique and memorable experiences for your learners. The culture of continuous learning is therefore reinforced in your organization.



## COMBINE **BLENDED LEARNING AND CHANGE MANAGEMENT**

Our three-step methodology combines blended learning, change management, and educational project management. The skills and behaviors developed in your learners are thus firmly anchored and put into practice.



## **CONNECT WITH YOUR PEERS**

We facilitate a network around Learning by bringing together our clients and partners around spaces for exchange and debate. We thus strengthen collaboration between business lines and HR.





# Our blended learning methodology

*This methodology can be adapted to suit your needs.*



# Our training catalog 1/3

---



## AGILE

Agile awareness  
Agile & Scrum Fundamentals  
Agile for: Business, HR, Finance, etc.



Scrum Master



Product Owner

Agile coach

Agile for managers

Agile for Directors / for EXCO

Agile project management

Agile culture and behavior

Kanban

Agile at scale

SAFe trainings & certifications

Objectives & Key Results (OKRs)

Value Stream Mapping

Jira and Confluence



Artificial Intelligence for Agilists



## CHANGE



Change management awareness  
Driving change  
Deepdive in change frameworks  
Resistance management  
Conflict management  
AI & Change Management



## LEADERSHIP & SOFT SKILLS



Management 3.0  
Servant Leadership  
Team Dynamics  
Get to know yourself as a leader  
AI for Leadership  
Feedback culture  
Psychological safety  
Non-violent communication  
Process Com  
Storytelling  
Collective intelligence  
Communicate with impact  
Solution focus  
The art of facilitation  
Graphic facilitation  
Brainstorming techniques



# Our training catalog 2/3

---



## ARTIFICIAL INTELLIGENCE



- Artificial Intelligence Fundamentals
- AI State-of-the-art
- Unlocking creativity with Generative AI
- General LLM prompt engineering
- AI for business
- Building & Leading an AI Organisation



## PRODUCT, DESIGN AND INNOVATION



- Liberate, Delivery !
- Design thinking
- Lean start-up
- Product management
- Growth marketing
- Prototyping (for beginners)
- User research (for beginners)
- Build a test/interview protocol



## 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
- Responsible Digital - Online Escape Game
- State-of-the-art: Sustainable digital



# Our training catalog 3/3

---



## 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

Eventstorming

Code generation with LLM  
(Promptgramming)

Copilot Fundamentals

AIDD: AI Driven Development



## ARCHITECTURE & APIs

Architect in a agile context

Product Owner API

API strategy for Business

Embracing Openness with APIs

Anypoint Platform Development

Business Analysis Best Practices

TOGAF

Mulesoft Developer

Mulesoft Integration Architect

Mulesoft Platform Architect

Architect Mindset



## DATA



Data Awareness

Data Gov. Awareness

Data Science Awareness

Data Roles

Data Architecture

Data Quality

DataViz PowerBI





# 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



**Prerequisite**

None

[To learn more](#)



# 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



**Prerequisite**  
None



**Possible certification**  
PSM1



[To learn more](#)



# 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



**Prerequisite**  
Being part of the support teams

[To learn more](#)





# 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  
AI & Team Dynamics

### 4. Let's practice

Lego4Scrum & role-playing based on the Lencioni pyramid



**Recommended duration**  
2 days



**Prerequisite**  
To be team facilitator



**Possible certification**  
PSM1, PSM2, CSM



**To learn more**



# 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  
AI & Product

### 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



#### Prerequisite

Participants should carry the vision of a project or product



**Possible certification**  
PSP01, PSP02, CSPO



[To learn more](#)



# Agile coach

AGILE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understanding the posture and role of the agile coach
- Refining your facilitation techniques and tools and your coaching posture
- Understand what agnostic agility is and how it can be applied to projects

## 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. Agnostic agile

Understand the benefits of adapting the agile approach to each context

### 2. Facilitation for agilists

Get to grips with the facilitator's toolbox and the dynamics to be encouraged to facilitate the emergence of autonomous teams

### 3. Coaching for agilists

Understand the dynamics of human change and the coaching approach required

### 4. Let's practice

Understand transformation approaches and how to position yourself as a coach



**Recommended duration**  
6 days



**Prerequisite**  
Be agile coaches or future agile coaches



**Possible certification**  
EXIN



[To learn more](#)



# Agile for managers

AGILE

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

## PEDAGOGICAL OBJECTIVES

- Be familiar with the challenges of agility
- Understanding agile values, principles and leadership
- Understand changes in demand
- Learn to prioritise, adapt and anticipate

## 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. The challenges of agility

Values and principles  
The benefits of agility  
Introduction and experimentation with the Scrum framework using Lego4Scrum

2.

### The request process

Formalising requirements  
Value orientation  
Experimentation with the Business Value Game

3.

### Prioritising and anticipating

Capacity planning  
Capacity prioritisation  
First notions of agility at scale  
Using AI for prioritisation



**Recommended duration**  
1 day



**Prerequisite**  
Have a management role

[To learn more](#)



# Agile for directors / for EXCO

AGILE

*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



**Prerequisite**  
Directors  
Exco members

[To learn more](#)



# 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  
AI for Project Management

### 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



**Prerequisite**  
None

[To learn more](#)



# Agile culture and behavior

AGILE

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



**Prerequisite**

None

To learn more 



# 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. Scrumban

Principles and application of Scrumban

### 3. Kanban Maturity Model

Limit work in progress  
Manage flow and measurement  
AI & Kanban

### 4. Let's practice

Kaizen Game



**Recommended duration**  
2 days



**Prerequisite**  
None

[To learn more](#)





# Agile at scale

AGILE

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



**Prerequisite**

To have a basic knowledge of agility

[To learn more](#)



# 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



**Prerequisite**  
Depending on the course chosen



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

[To learn more](#)



# Objectives & 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
- Understand the links between OKR, strategy, demand management and portfolio management

## 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  
Responsibility  
Empowerment  
Rituals and action plan

### 3. Implement OKRs

Define your own  
Objective Key Results  
AI & OKRs



**Recommended duration**

1 day



**Prerequisite**

None

[To learn more](#)



# 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  
AI & VSM

### 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**

Half a day



**Prerequisite**

Have a management or project management role

[To learn more](#)



# 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**

Half a day



**Prerequisite**

Participants should have agility basics knowledge

[To learn more](#)



# AI for Agilists (SM, PO, Agile Coaches, Team Members, RTE, etc.)

AGILE

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

## PEDAGOGICAL OBJECTIVES

- Understand the AI fundamentals, especially terminology relevant to Agile environments
- Identify AI opportunities and areas where AI can enhance team dynamics, performance, efficiency
- Learn how to utilize AI-powered tools
- Build awareness around AI ethics

## TOPICS COVERED

This module has for goal to equip agile roles - such as Scrum Masters, Product Owners, Agile Coaches, Team members, RTE, etc - with a foundational understanding of AI and its practical applications within an Agile environment.

### 1. AI & Agile

AI, Machine Learning, Deep Learning Fundamentals  
Opportunities and risks of AI & Agile

### 2.

**AI Tools for:** SM, PO, Agile Coaches, Team Members, RTE, etc.

Depending on the audience, AI Tools will be adapted:  
predictive AI, AI for automating routine tasks, AI for product management, etc.

### 3.

### AI & Ethics

Ethical implications of AI in Agile projects  
Privacy & Data security



**Recommended duration**

1 day



**Prerequisite**

Participants should already have an agile role

[To learn more](#)



# 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



**Prerequisite**

All public impacted by change

[To learn more](#)





# 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



**Prerequisite**  
Managers facing change resistance

[To learn more](#)



# 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



Prerequisite

Managers facing change resistance

To learn more



# 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



**Prerequisite**  
Managers facing change resistance

[To learn more](#)



# 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



**Prerequisite**  
Anyone dealing with resistance to change and conflict

[To learn more](#)



# AI & Change Management

CHANGE

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

## PEDAGOGICAL OBJECTIVES

- Understand the AI fundamentals, especially the interplay between AI and organizational change
- Identify opportunities and challenges arising from AI implementation
- Develop strategies for managing resistance to AI-driven change
- Utilize AI tools to support the change management process

## TOPICS COVERED

This module will give the attendees knowledge and skills to effectively manage organizational change in the context of AI adoption.

### 1. AI & Change Management

AI Landscape  
AI Technologies impact on businesses  
Challenges & Opportunities

### 2. AI-Driven change

Identify and address resistance to AI  
Build a change-ready culture  
Communicate effectively about AI

### 3. AI Tools for Change Management

AI for communication, engagement, assessment, change management, etc.



**Recommended duration**  
1 day



**Prerequisite**  
Participants should be involved in the change management processes.

[To learn more](#)



# LEADERSHIP & SOFT SKILLS

From traditional management and behaviour styles to agile and leadership posture





# 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



#### Prerequisite

Participants must have a team management or project leadership role



**Certification**  
Management 3.0



[To learn more](#)



# 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



**Prerequisite**

None

[To learn more](#)





# 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**

Half a day



**Prerequisite**

None

[To learn more](#)



# 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**

Half a day



**Prerequisite**

None

[To learn more](#)



# AI for Leadership

LEADERSHIP & SOFT SKILLS

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

## PEDAGOGICAL OBJECTIVES

- Understand the AI fundamentals, risks and opportunities
- Learn how to apply AI to enhance leadership and decision making
- Foster an AI-driven culture and mindset
- Build and lead high-performing AI teams

## TOPICS COVERED

Leaders are key to foster and accelerate an AI-driven culture. Through this 1-day training, we will give leaders the key to navigate the AI landscape and leverage AI to drive organizational success.

### 1. AI Landscape

AI Fundamentals, Risks & Opportunities  
Impact of AI on industries and businesses  
AI Ethics and Responsible leadership

### 2. AI & Leadership

The role of the leader in the AI era  
AI-driven decision and problem-solving  
Develop an AI strategy

### 3. AI Teams & Projects

AI as a powerful team member  
Project management in an AI environment



**Recommended duration**  
1 day



**Prerequisite**  
Managers and Directors

[To learn more](#)



# 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**  
Half a day



**Prerequisite**  
None

[To learn more](#)



# 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



Prerequisite  
None

To learn more 



# 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



**Prerequisite**  
None

[To learn more](#)



# Process Com (In partnership with the Kahler institute)

LEADERSHIP & SOFT SKILLS

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

## PEDAGOGICAL OBJECTIVES

- Develop team cohesion and effectiveness through more efficient communication
- Acquire a common language and tools positively addressing tensions
- Adapt the team's communication with other partners
- Understand one's personal functioning, that of team members, and the significance of misunderstandings, misinterpretations, and conflicts.

## TOPICS COVERED

### 1. Understand one's own functioning and that of others

Concepts based on the process Communication Model  
Perceptions, personality types and structures  
Different ways of engaging with others

### 2. Trigger and maintain team motivation

Identify and nurture the psychological needs that influence each individual's motivation and choices

### 3. Develop positive communication

Understand the rule of communication and the perception modes of each personality type.

### 4. Prevent and manage stress-related behaviors

Understand the effects of stress on communication  
Identify behaviors associated with the three degrees of stress in others  
Know how to return to positive communication



**Recommended duration**  
3 days



**Prerequisite**  
None

[To learn more](#)



# 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



Prerequisite

None

To learn more 





# Collective intelligence

LEADERSHIP & SOFT SKILLS

Chaque contenu peut être adapté en fonction de vos besoins.

## PEDAGOGICAL OBJECTIVES

- Understand the role of facilitator in service of collective intelligence
- Learn to identify different situations and use one's skills for the benefit of the collective
- Be capable of adapting both the program and the approach
- Use AI to foster collective intelligence
- Raise awareness about collective mechanisms and the fact that there is not ONE method

## TOPICS COVERED

Being able to create and adapt to different needs, whether anticipated or not, is a real requirement in today's business world. This training will help trigger adaptability within your teams and stimulate and support collective intelligence.

### 1. Understanding the collective

Definition of collective intelligence, multiple intelligence, and the concept of the collective

### 2. Adopting the right posture

Having a comprehensive approach and acting locally. Working on mindset and posture. Learning to build and design personalized collective moments workshops

### 3. Models & Frameworks

The main models and frameworks for rapid and simple implementation  
Using AI for fostering collective intelligence

### 4. Practice

Real-life case studies.



Recommended duration

2 days



Prerequisite

None

To learn more



# 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 Prerequisite.

### 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



**Prerequisite**

None

[To learn more](#)



# 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

1 day



Prerequisite

None

To learn more 



# The art of facilitation

LEADERSHIP & SOFT SKILLS

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Acquire the theoretical and practical means to bring about collective intelligence
- Integrate the fundamentals of the facilitator's posture
- Learn to design and facilitate truly engaging collective moments
- Increase innovation and creativity via the use of AI technologies

## TOPICS COVERED

One of the major challenges in our organizations is to know how **to mobilize and involve the collective**. Help your collaborators set individuals and collectives in motion in the **most inclusive, energetic, and lively way possible**.

### 1. Introduction to facilitation

What it means to be a facilitator and the expected benefits.

### 2. Different facilitation approaches

Learning to adapt your approach based on the audience and the objectives to achieve

### 3. Collective intelligence

Framework for the emergence of collective intelligence

Use AI for innovating

### 4. Practice

7P tools, role-playing in various types of workshops.



**Recommended duration**  
2 days



**Prerequisite**  
None

[To learn more](#)





# Graphic facilitation

LEADERSHIP & SOFT SKILLS

*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



**Prerequisite**

None

[To learn more](#)



# Brainstorming Techniques

LEADERSHIP & SOFT SKILLS

*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
- Use AI to prepare the workshop and to generate more ideas

## 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  
AI for generating more ideas

### 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



**Prerequisite**

None

[To learn more](#)



# ARTIFICIAL INTELLIGENCE

Use Artificial Intelligence tools as a powerful team member





# Artificial intelligence Fundamentals

## ARTIFICIAL INTELLIGENCE

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



**Prerequisite**

None

[To learn more](#)





# AI State-of-the-art

## ARTIFICIAL INTELLIGENCE

Each content can be adapted according to your needs.

### PEDAGOGICAL OBJECTIVES

- Be able to understand and explain what is Artificial Intelligence
- Identify and discuss the latest advancement in AI
- Analyse the ethical implications of AI
- Understand the current regulatory landscape for AI

### TOPICS COVERED

This module is designed to help any leaders or experts understand the whole AI landscape, including Shadow AI, Ethics, Regulations, Social Studies.

#### 1. AI Landscape

AI 360°: characteristics, history, types, technologies, applications

#### 2. AI Ethics

Shadow AI, according challenges and how to overcome it  
Ethical principles for AI

#### 3. AI Regulations

The need for AI Regulation  
Existing regulations  
Emerging regulatory trends



**Recommended duration**

0,5 day



**Prerequisite**

None

[To learn more](#)



# Unlocking creativity with Generative AI

ARTIFICIAL INTELLIGENCE

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

## PEDAGOGICAL OBJECTIVES

- Understand core concepts
- Utilize essential tools
- Apply Generative AI
- Explore text-based innovations
- Develop practical skills
- Identify cutting-edge use cases

## TOPICS COVERED

Learn the fundamentals of generative AI, use key tools, apply AI to generate text, voice, music, images, and videos, explore innovative text-based applications, and develop practical skills with real-world examples.

### 1. Generative AI basics

Fundamentals of Generative AI, tools and frameworks, development environments, libraries and APIs

### 2. Practical uses

Text generation, Voice synthesis, music creation, image generation, video production, hands-on projects

### 3. Text-based innovations

Personal coaching, expert agents, interactive learning, narrative creation, writing assistance, document summarization, chatbots



**Recommended duration**

1 day



**Prerequisite**

Having basic programming skills

[To learn more](#)



# General LLM Prompt engineering

ARTIFICIAL INTELLIGENCE

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

## PEDAGOGICAL OBJECTIVES

- Define and explain the concept of prompt engineering
- Identify the key principles and techniques of effective prompt engineering
- Apply prompt engineering techniques to create prompts for various LLMS tasks
- Explore the potential applications

## TOPICS COVERED

This module is designed to help every corporate employees to understand the best practices related to prompt engineering in order to user AI as a day-to-day powerful support.

### 1. Prompt Engineering

Fundamentals of Prompt Engineering: role, principles, techniques

### 2. Prompt Engineering for specific LLM Tasks

Generating text  
Translating languages  
Creative content writing  
Question answering

### 3. AI Applications

Education  
Business  
Research  
Creative writing



**Recommended duration**

Half a day



**Prerequisite**

None

[To learn more](#)



# AI for Business

ARTIFICIAL INTELLIGENCE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand what is AI and different patterns (learning, generative/llm...).
- Identify your own use case
- Get familiar with AI patterns: operating mode and AI governance
- Identify when and how use which AI pattern in your Business architecture

## TOPICS COVERED

This training will give you an overview of the AI pattern: their operating mode and use cases to help Enterprise identify when a AI can be used and how it can be used.

- 1. AI word**  
Understand AI operating mode, domains and different AI (learning, llm/generative...)
- 2. AI in the business**  
Understand the IA use case and data  
Expected added value and limitations
- 3. AI operating model & governance**  
Understand the AI governance and data impact
- 4. Develop your architecture with AI pattern**  
Understand the AI result and their limits/attention point



Recommended duration

2 days



Prerequisite

None

To learn more 



# Building & Leading an AI Organisation

ARTIFICIAL INTELLIGENCE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the AI landscape: current state of AI, impacts, benefits, risks.
- Identify an AI opportunities and how AI can create business value and solve complex problems
- Develop an AI strategy with an AI-driven culture and an AI leading team

## TOPICS COVERED

This module will give participants a comprehensive overview of the key elements involved in building and leading a successful AI organization.

### 1. AI & Business

AI fundamentals, technologies, applications  
Business cases for AI: identify opportunities and challenges

### 2. Build an AI Organisation

Target Operating Model using AI  
Implementing AI Tools  
Employees Upskilling and Reskilling  
AI-driven culture  
AI Center of Excellence

### 3. Lead an AI Organisation

Leadership styles for AI  
Change & resistance management to AI  
AI Performance  
Future trends in AI



Recommended duration

1 day



Prerequisite

Managers, Directors

To learn more



# PRODUCT, DESIGN AND INNOVATION

Create unique and valuable customer experience





# Liberate, Delivery!

PRODUCT, DESIGN AND INNOVATION

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

## PEDAGOGICAL OBJECTIVES

- Identify a delivery problem
- Understand the cause(s)
- Discover appropriate solutions

## TOPICS COVERED

Master the key issues of digital product management and hone your skills to ensure product success and efficient delivery.

### 1. Identifying delivery issues

- Dependency management
- Lack of communication
- Delivery delays
- Deliverable quality
- Technical problems
- Inadequate documentation
- Scope change

### 2. Familiarizing yourself with possible solutions

- Cross-disciplinarity
- Bringing tech and product closer together
- Fail fast learn fast
- The right indicators at the right time

### 3. Sharing case studies

Sharing of different situations and feedback highlighting the impact of solutions



**Recommended duration**  
1 day



**Prerequisite**  
None

[To learn more](#)



# Design thinking

PRODUCT, DESIGN AND INNOVATION

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*



**Recommended duration**  
2 days



**Prerequisite**  
None

[To learn more](#)





# Lean Start-Up

PRODUCT, DESIGN AND INNOVATION

*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?



**Recommended duration**  
2 days



**Prerequisite**  
None

[To learn more](#)



# Product Management

PRODUCT, DESIGN AND INNOVATION

*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



**Prerequisite**  
None

[To learn more](#)



# Growth Marketing

PRODUCT, DESIGN AND INNOVATION

*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



**Prerequisite**  
Participants must have digital marketing basics knowledge

[To learn more](#)



# Prototyping

PRODUCT, DESIGN AND INNOVATION

*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



**Prerequisite**

Participate in product design

[To learn more](#)



# User research

PRODUCT, DESIGN AND INNOVATION

*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



**Prerequisite**

Participate in product design

[To learn more](#)



# Build a test/interview protocol

PRODUCT, DESIGN AND INNOVATION

*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



**Recommended duration**  
1 day



**Prerequisite**  
Participate in product design

[To learn more](#)



# 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.

## COVERED

### 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



**Recommended duration**  
2,5 days



**Prerequisite**  
None



**Possible certification**  
Green IT

To learn more 





# 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



**Prerequisite**  
None



**Possible certification**  
Green IT

[To learn more](#)



# 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



**Prerequisite**

None

[To learn more](#)



# 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**

Half a day



**Prerequisite**

None

[To learn more](#)



# 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



**Prerequisite**

None

[To learn more](#)



# 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



**Prerequisite**

None

[To learn more](#)



# Responsible Digital - Online Escape Game

RESPONSIBILITY & SUSTAINABILITY

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

## PEDAGOGICAL OBJECTIVES

- Attract employees' attention to digital sobriety topics
- Raise awareness about the challenge of responsible digital practices
- Encourage employees to take action by choosing specific actions to implement.

## THE SYNOPSIS OF THE SERIOUS GAME

The game is based on a collective adventure, as each participant is essential to progress the team. The teams must solve challenges related to Responsible Digital practices to escape from virtual rooms. Each room focuses on a specific Responsible Digital theme:

### 1. Digital usage and impact

Explore the impacts of digital activities on biodiversity, pollution and geopolitics

### 2. Digital architecture

Realize that digital architecture is not invisible #cloud

### 3. Rare materials needs

Raise awareness about resources requirements

### 4. Actions

Explore and learn about various actions that can be implemented by each individual



Recommended duration

1h30



Prerequisite

None

To learn more 



# State-of-the-art: Sustainable digital

RESPONSIBILITY & SUSTAINABILITY

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

## PEDAGOGICAL OBJECTIVES

- Master the key concepts of Responsible Digital : environmental, social and ethical.
- Discover the regulations in force and best practices in Responsible Digital
- Gain inspiration for new initiatives through this state-of-art module.

## TOPICS COVERED

This one-day module is designed to implement a Responsible Digital strategy within the company, taking into account current and future industry regulations.

### 1. Environmental, social and ethical issues

Eco-design and carbon footprint  
Digital inclusion  
Data protection  
Responsible digital  
AI

2.

### Current regulations

GDPR  
Pacte Act  
Obligations for companies

3.

### Workshop

Identifying complementary actions levers



**Recommended duration**

1 day



**Prerequisite**

None

[To learn more](#)



# 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



#### Prerequisite

Participants must be members of a development team



**Possible certification**  
Professional Scrum Dev



[To learn more](#)



# 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

1 day



Prerequisite

None

To learn more 



# 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



**Prerequisite**  
Participants must be members of a development team

[To learn more](#)



# 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



**Prerequisite**  
Participants must be members of a development team

[To learn more](#)



# 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**

5 days



**Prerequisite**

DevOps, Developers, Architects

[To learn more](#)



# Eventstorming

TECH

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the core concepts of eventstorming, including events, commands, actors, and read models
- Apply eventstorming techniques to model a business domain effectively
- Facilitate eventstorming workshops and guide team collaboration
- Identify potential use cases for eventstorming within their organization

## TOPICS COVERED

Eventstorming is a powerful technique of collaborative domain modeling. This training aims to equip participants so that they can be able to facilitate eventstorming workshops and unlock new opportunities within your company.

### 1. Eventstorming fundamentals

Eventstorming  
Benefits and challenges  
Eventstorming lifecycle

### 2. Hands-on exercise

First application of the eventstorming technique through a specific case

### 3. Eventstorming techniques

Bounded contexts  
Subdomains  
Domain events vs. system events

### 4. Facilitate your first eventstorming

Facilitation toolbox  
Key tips and tricks to succeed



Recommended duration

1-day



Prerequisite

DevOps, Developers,  
Architects

To learn more



# Code generation with LLM (Promptgramming)

TECH

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the fundamentals of LLMs and their application to code generation
- Master the art of prompt engineering for optimal code output
- Identify various code generation use cases and apply appropriate prompts
- Evaluate and refine generate code based

## TOPICS COVERED

We will provide participants with a practical understanding of code generation using Large Language Models (LLMs) and to equip them with the skills to leverage LLMs for code generation through prompt engineering.

### 1. LLMs & Code Generation

Understand LLMs:  
how they work, their capabilities  
The role of prompt engineering in code generation  
Tools & Platforms

### 2. The art of Promptgramming

Craft effective prompts:  
structure, clarity and specificity  
Incorporate constraints, examples and desired outputs formats  
Iterative prompt refinement

### 3. Code Generation

Code completion and suggestion  
Code translation and refactoring  
Generating test cases  
Code optimization

### 4. Challenges & Best practices

Limitations of code generation  
Ensuring code quality and reliability  
Ethics & Code generation



Recommended duration  
1 day



Prerequisite  
Developers

To learn more



# Copilot fundamentals

TECH

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

## PEDAGOGICAL OBJECTIVES

- Understand what is Copilot, its key features and benefits
- Get to know the underlying technology powering Copilot
- Effectively use Copilote to enhance coding productivity
- Identify the potential risks associated with Copilot
- Explore best practices for responsible and ethical use of Copilot

## TOPICS COVERED

Copilot is meant to become one of the most used tool by developer. In 1-day, we will give you the fundamentals to allow your developers to perform using Copilot.

### 1. Introduction to Copilot

Purpose, feature and benefits of Copilot  
How does it work?  
Get started with Copilot

### 2. Enhance code productivity

Code suggestions and completion  
Debugging and code review  
Documentation generation

### 3. Ethics & Regulations

Shadow AI and Copilot  
Ethical considerations in AI-powered coding  
Regulatory landscape and compliance



**Recommended duration**  
1 day



**Prerequisite**  
Developers

[To learn more](#)





# AIDD: AI Driven Development

TECH

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the fundamentals of AI concepts, technologies, risks and benefits for software development
- Learn how to apply AI tools for enhancing software development processes and outcomes
- Understand the role of all the teams in AIDD projects

## TOPICS COVERED

Artificial Intelligence technologies can deeply help developers accelerating their delivery and improving the quality of the produce code.

### 1. AI & Software Development

AI concepts and techniques relevant to Software Development  
Challenges and opportunities

### 2. AI-Driven Development Lifecycle

Data preparation and management for AI models  
Model integration into software applications  
AI testing and deployment

### 3. AI Tools & Platforms

AI development frameworks and libraries  
Cloud-based Ai platforms and services  
MLOps: managing the AI lifecycle

### 4. AI & Software Quality

AI-powered testing and quality assurance  
AI for code generation and optimization  
AI for improving productivity



**Recommended duration**  
1 day



**Prerequisite**  
Developers

[To learn more](#)



# ARCHITECTURE & APIs

Open and Align IT with Business





# Architect in an Agile context

ARCHITECTURE & APIs

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

## PEDAGOGICAL OBJECTIVES

- Understand agility, its values, principles and implications for architecture
- Understand the main Agile frameworks at scale and the role of architecture
- Understanding the different roles and types of architect (business, solution, technical)
- Understanding the place of architecture in an agile environment
- Sharing best practice

## TOPICS COVERED

Architects operate in an agile environment at scale and must adapt their role and practices to better meet business objectives and new operational models.

### 1. Agility at scale

The concept, why and main challenges of scaling up

### 2. Architecture in a "scaled" environment

Overview of the roles of architecture and its projections in the main frameworks at scale

### 3. Best practices in agile architecture

Sharing best architecture practices in the light of operational models in place in companies



**Recommended duration**

1 day



**Prerequisite**

None

[To learn more](#)



# Product Owner API

ARCHITECTURE & APIS

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Understand the posture and the role of an API Product Owner
- Understand the particularities of the API/product (protocol, standards)
- Improve the collaboration with stakeholders
- Experiment with hypotheses and measure them with data
- Understand the tools specific to the PO API (Swagger, postman, etc.)

## TOPICS COVERED

Enable your employees to carry the vision of the API product they are developing by putting the user at the centre of decisions and synchronising implementation with internal stakeholders.

### 1. Roles and responsibilities

The API Product Owner as visionary and value maximiser

### 2. The product backlog and vision

Defining the vision and translating it into a prioritised backlog

### 3. Engaging your stakeholders

Identify and engage them  
Discover the API model canvas

### 4. Let's get practising!

Selecting a product and applying the Story Mapping workshop



**Recommended duration**  
2 days



**Prerequisite**

Being responsible of a product



**Possible certification**  
PSP01, PSP02, CSPO



[To learn more](#)



# 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



#### Prerequisite

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

[To learn more](#)



# 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



**Prerequisite**  
For project managers, architects, developers, or product owners

[To learn more](#)



# 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



**Prerequisite**  
Developers & Architectes



**Possible certification**  
MuleSoft Developer

[To learn more](#)



# 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



Prerequisite  
None



Possible certification  
ECBA / ECBA +  
CCBA  
CBAP



To learn more





# 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



**Prerequisite**  
For Architects, Dev, PM, PO



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



[To learn more](#)



# Mulesoft Developer

ARCHITECTURE & APIs

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

## PEDAGOGICAL OBJECTIVES

- Gain practical experience of creating APIs and integrations using MuleSoft
- Prepare for MuleSoft developer certification

## THÈMES ABORDÉS

This course is aimed at developers and architects who want to gain practical experience of using the Anypoint Platform™ to create APIs and integrations.

**1. API dev Cycle**  
Discover, consume, design, build, deploy, manage and govern APIs, on any platform.

**2. Let's get practising!**  
Use Anypoint Studio to create and debug integrations and API implementations.

**3. Prepare for certification**  
Practical tests for MuleSoft developer certifications



**Recommended duration**  
5 days



**Prerequisite**  
Developers, Architects



**Possible certification**  
Mulesoft Developer

[To learn more](#)



# 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



#### Prerequisite

For Solution/technical Architects, Lead/Senior Developers



#### Possible certification

MuleSoft Certified  
Integration Architect - Level 1

[To learn more](#)



# 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



**Prerequisite**  
For Functional Architects and Solution Architects



**Possible certification**  
MuleSoft Platform Architects

[To learn more](#)



# Architect mindset

ARCHITECTURE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Acquire Architect fundamental knowledge
- Apprehend Architect mindset, vision and tools
- Define your IT asset referential and architect views
- Identify the architect's role and contribution to the Enterprise strategy and project It solution

## TOPICS

Overview of the Architect of Knowledge and their roles for the Enterprise

### 1. Architect the master of IS data

IS data referenced, IT asset model and usage

### 2. Architect the IS guarantor

Architecture governance and vision

### 3. Architect the solution provider

Architect views (level, point of views)

### 4. Architect the innovation provider

IT evolutions (design and technology) and innovation



**Recommended duration**  
5 days



**Prerequisite**  
All

Ideal for people want to be an Architects

[To learn more](#)



# 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



**Prerequisite**

None

[To learn more](#) 



# Data Governance Awareness

DATA

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

## PEDAGOGICAL OBJECTIVES

- Develop your culture and understanding of data governance issues
- Visualize the portrait of a data
- Get to know the new roles and responsibilities associated with data
- Discover the organizational challenges of data governance

## TOPICS COVERED

Governance is first and foremost a question of roles and responsibilities within a framework defined at the organizational level. These roles cut across operations, functions and IS. The aim of this training module is to provide training in governance with a view to industrializing each of these roles.

### 1. Portrait of a data

Dimensions  
Features

### 2. The data roles

All data-related roles will be described and illustrated

### 3. Data regulation

Policies  
Processes  
Rules

### 4. Data features

Dictionary  
Lineage  
Quality  
Catalog



**Recommended duration**

1 day



**Prerequisite**

None

[To learn more](#)





# 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



**Prerequisite**

None

[To learn more](#)



# 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



**Prerequisite**

Handling data on a daily basis

[To learn more](#)



# 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



**Prerequisite**

Participants must have a data role

[To learn more](#)



# 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



**Prerequisite**

For Head of data stewards, or lead data officers, data owners

[To learn more](#)



# 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



**Prerequisite**

Handling data on a daily basis

[To learn more](#)

# Interested? Get in touch with us!

Contact us



# Our core team at your service

---



**Ninon Stref**  
**WLC Co-Leader**  
[nstref@wemanimity.com](mailto:nstref@wemanimity.com)  
+33 7 76 93 23 15



**Joris Allard**  
**WLC Co-Leader**  
[jallard@wemanimity.com](mailto:jallard@wemanimity.com)  
+32 475 60 29 04



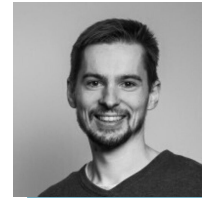
**Juliette Costal**  
**Learning Advisor France**  
[jcostal@wemanimity.com](mailto:jcostal@wemanimity.com)  
+33 6 27 87 70 41



**Amélie Le Bret**  
**Customer Success Manager**  
[alebret@wemanimity.com](mailto:alebret@wemanimity.com)  
+33 7 66 16 31 46



**Ilona Lebeau**  
**Customer Success Manager**  
[ilebeau@wemanimity.com](mailto:ilebeau@wemanimity.com)  
+33 6 43 34 01 14



**Kévin Trelet**  
**Growth & Marketing Leader**  
[ktrelet@wemanimity.com](mailto:ktrelet@wemanimity.com)  
+32 470 10 88 98

# Modalities of our trainings





# Our co-creation canvas

---

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 impact measurement tools

Beyond training participants, our learning center provides you with several tools to measure the impact of each training and its relevance to your operational objectives.

## *Before the training*

### **Pre-training questionnaire to:**

- Analyze the maturity of each learner
- Adapt the content
- Create homogeneous groups of learners
- Validate learners' expectations before each training

## *On the training day*

### **ROTI** (return on time invested):

Validate learners' interest in the topic and training dynamics through a measurement on a scale of 1 to 5.

**Hot debriefing** of the training between learners and the trainer to understand motivational factors and obstacles to implementing new skills

**Training report** sent to sponsors, highlighting strengths and areas of attention.

## *After the training*

**Post-training questionnaire** (or examination) to assess knowledge, validate learners' achievements, and define next steps: individual mentoring, additional training, etc.

**Cold questionnaire** (after +30 days) to confirm that the acquired skills are indeed integrated into learners' daily activities and to identify supplementary needs.

**Retrospective** to identify future roles, ambassadorship, etc.

# 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**