



ISEOR

Socio-Economic Institute  
of Firms and  
Organizations

# VOCATIONAL TRAINING SEMINAR

## “Performance +” Socio-Economic approach to management

### Techniques and tools required to successfully implement change management projects

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

## Objectives

It offers the acquisition of methods and tools for flexible and customized *socio-economic management* to initiate and conduct change and innovation in organizations, in order to overcome the present crisis.

ISEOR SEAM method was developed through extensive R&D programs on management.

SEAM method has been experimented in over 1,200 companies and organizations ranging from SMEs to MNCs in a variety of activity sectors and geographical locations (35 countries on 4 continents).

Hidden costs stemming from dysfonctions rang from € 15,000 to € 60,000 per year per capita, depending on the kind of company.

## Training sessions

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

**Forthcoming sessions:**

- **Spring 2012: 4 June 2012, 7-8 and 9 June 2012.** In between, participants are invited to the AOM-ODC /Iseor conference on 5-6 June 2012

- **Autumn 2012: 15-16 and 22-23 October 2012.** In addition, participants are invited at the Iseor conference on 17-18-19 October

- **follow-up in Fall 2012** for those who start in Spring 2012



Contact  
and registrations



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## Training Seminar in Socio-Economic Approach to Management

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

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

### 2 four-day training sessions

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

### Take-away

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

### Two academic and practitioner conferences

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

### Tuition fee :

**€3,500, + 19,6% Tax ;  
ie €4,186 including Tax**

The fee for this seminar is € 4,186 including Tax and pay-back is usually less than one year when undertaking a few interventions within companies as a follow-up to the sessions.

It includes seminars, 4 books and training materials.

# REGISTRATION FORM

Vocational Training Seminar « Performance »



## ISEOR – PUFOMASE

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## ***SOCIO-ECONOMIC INTERVENTION AND MANAGEMENT : Tools and Methods***

### APPLICANT

Last Name : \_\_\_\_\_

First Name : \_\_\_\_\_ Age : \_\_\_\_\_

Home Address : \_\_\_\_\_  
\_\_\_\_\_

Home Telephone : \_\_\_\_\_

Company : \_\_\_\_\_ Size : \_\_\_\_\_

Business sector : \_\_\_\_\_

Position : \_\_\_\_\_

Office Address : \_\_\_\_\_  
\_\_\_\_\_

Tel. Office : \_\_\_\_\_

Fax Office : \_\_\_\_\_

e-mail : \_\_\_\_\_

**Please, attach your bio.**

## BACKGROUND IN PARTICE OF SOCIO-ECONOMIC APPROACH TO MANAGEMENT

Please, indicate in particular your experience with regard to project development or/and control in training within companies : type of experience, duration, business sector and the corporate name of the concerned organizations, if possible.

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## SEMINAR

I hereby confirm my registration for the training session organized by ISEOR in « Socio-Economic Intervention and Management – Tools and Methods”.

Session # 1 : \_\_\_\_\_

Session # 2 : \_\_\_\_\_

I commit myself to send you back the vocational training contract upon reception.

I duly note that registration consists in a package deal for the 2 sessions, and that the tuition fee for the session, including training materials and participation in the ISEOR annual meeting amounts to **€ 4,186 tax included (€ 3,500\* before tax)**. **This amount will be paid in two instalments of €2,392 and € 1,794 respectively. The first instalment is to be paid to the order “PUFOMASE” and must accompany the present registration form. The second instalment should be paid one month before the beginning of session 2.**

Date \_\_\_\_\_ Signature of the applicant and Company stamp

\*19,6% VAT