

Do you have a strategy for ensuring your managers are effective in a **virtual** office?

Contact us

contact@cadran.pro  
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## Get bespoke virtual management support & coaching

- **Collective** keynotes
- **Small-group** workshops
- **individual** coaching sessions
- Facilitated by 2 experts with **unique track records**



with...



- **Mind blowing stories** stimulating collective & individual **energy**
- **Confidential listening** for virtual managers
- **Practical advice** shared with professionals **involved in lockdowns** before
- **Best practice tips** discussed during **group workshops**
- **Neutral & non judgemental support** to gain calm and focus across your organisation



## About us



### Antoine Leygonie - Fialko

International Executive Coach & Consultant

- **Top 5** Moscow based coaches
- **International serial entrepreneur**
- Polytechnicien, Architect, Doctor in Philosophy
- **Multicultural** : China, Russia, Europe, Africa
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### Christian Malissard

Public speaker & Executive adviser

- **Adventurer** entrepreneur
- 20+ years as **Adviser**
- 20+ years as **Executive VP**
- **French & British** citizenship
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### The new norm of **virtual** management requires a rethink...

- Are you **'covidproof'** to future lockdowns?
- **Parenting** and **managing** roles require balancing
- Traditional **office working habits** get challenged by **working from home**
- Missed **human relationship** is back on the agenda
- But new **health** and **mental issues** need to be considered
- **Family life** and **cross generational** interactions generate new rituals
- We know some virtual **managers**...
  - Have **increased their efficiency** while others felt isolated & **digitally fatigued**
  - Have **improved their decision making** while others have **lost sound judgement**
  - Have strengthened their **teams around common goals** while others suffered from lack of staff engagement
- **Others are yet to make their mark**
  - Better **time & priorities** management
  - Raise **meeting efficiency**
  - **Improved focus** & task management
  - Stimulate management commitment
  - Managing **online discipline**
  - Expected shared **online charter**

### Our Bespoke program helps you adapt to change



### Online Keynote Teaser – ‘Dog sledding in Canada’



- Meticulous **equipment preparation**
- **Dog casting** including **lead dog** selection
- **Itinerary planning** due to weather forecast
- **Dogs stimulation** to avoid injuries
- Ongoing **risk assessment**
- Planning **bivouac**
- Manage to reach destination safely
- Expedition **debrief**

### Online practical workshop in small groups ( 4-6 people)



With the help of **interactive workshops**, role play, **experience sharing** and quizzes:

- Define or refine a **vision** that **makes sense** for your business
- Set **relevant staff objectives** while **online**
- **Motivate & inspire** remote teams
- **Communicate with impact** using **digital tools** (Zoom,..)
- **Influence** colleagues, suppliers or clients online
- Improving own **management effectiveness** (impact/effort...)
- Anticipate & manage **conflicts** remotely

### Individual **online** coaching sessions



- Self motivation and **motivating people**
- Strengthen **self confidence**
- Generate **individual energy**
- **Time & priority** management
- Proactive **listening**
- **Let go & don't take things personally**
- Take **the right** decision
- Managing **conflict**
- **Communicate & give constructive feedback**

### Detail on another keynote : 'The corporate tribe concept'



- Building a **collective quest**
- Selecting your **leader**
- Attracting your **followers**
- Rituals, **beliefs & totem**
- Choreographies & **harmony**
- Actions & **Projects**
- Justice & **kindness**

### What they say about us



#### Philippe Rémignon – Chairman of the management board - **Vilogia**

Christian is a key ally of my management team. He has met all my managers during a suite of events where he shared his passion for adventure blended with a spin of business advisor. His style is unique.

With his input, I managed to bring my managers one level up. Christian is a story teller and through his adventures and entrepreneurial experiences, we like to listen to his observations and comments.

For more than 2 years now, Christian has helped my executive committee to think, reflect, communicate. He challenges the way we manage our business and our staff. His comments have a sniper effect. Christian likes people, he understands our business's unique set of issues and constraints.

During the last 10 months of lockdown, Christian helped me and my executive committee to put in place the appropriate governance to face the crisis. He developed for us the relevant programs to help my managers to learn how to manage remotely.

Remote management was new for us and we faced many challenges that we identified with Christian. We have fixed many and we have put in place the right education for my staff and for my managers.



#### Thomas Collette – General Manager - Faubourg Saint-Honoré Flagship - **Hermès**

I was fortunate to work with Antoine when I joined a new position as directeur General with Hermes Russia. I was impressed by the accuracy of his analysis on my challenges and by his advice.

His years in corporate life and international exposure helped Antoine to understand quickly the human dimension of our business division. His pragmatic approach immediately brought to me relevant management solutions. I took also advantage of his coaching to improve my communications style.

I also liked his level of precision without losing sight of my objectives.

His positive attitude, leveraged by his excellent listening skills helped Antoine to act as a very agreeable and reliable business partner.

