

Important Steps

| | SPRING <i>Défi 100 jours</i> Ambition Challenge | FALL <i>Défi 100 jours</i> Ambition Challenge <i>Défi Leadership</i> |
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| CANDIDATE SELECTION <ul style="list-style-type: none"> Numerous tips on the recruitment process are included in the Program Leader's Guide. Inform chosen participants that they have been selected to take part in the program while ensuring they are committed to the program and available for the events. Let managers know that their employee(s) is(are) participating in the program. | November - February | May - August |
| OFFICIAL PARTICIPANT REGISTRATION Deadline to submit registration form. | Friday, February 24, 5:00p.m. | Friday, August 25, 5:00p.m. |
| PRE-LAUNCH PRESENTATION Internal program presentation for companies with 11 or more participants in one or multiple programs. | From February 20 to March 13 | From August 21 to September 12 |
| LEARNING PLATFORM A communication invites participants to sign up on The A Effect learning platform. | Tuesday, March 7 | <i>Défi Leadership:</i> Friday, September 1 <i>Défi 100 jours - Ambition Challenge:</i> Tuesday, September 5 |
| PRE-LAUNCH PERIOD An introductory card is available on the learning platform. | Friday, March 10 | <i>Défi Leadership :</i> September 6 <i>Défi 100 jours - Ambition Challenge:</i> Friday, September 8 |
| OFFICIAL LAUNCH Presentation of the program methodology along with the entire program schedule to all cohort participants. | Ambition Challenge: March 15 <i>Défi 100 jours:</i> March 16 | Ambition Challenge: September 13 <i>Défi 100 jours:</i> September 14 <i>Défi Leadership:</i> September 15 |
| MID-PROGRAM | Friday, April 21 | Friday, October 20 |
| END OF PROGRAM From this date, participants maintain access to the learning platform for a complimentary 30-day period. | Friday, June 16 | Friday, December 15 |
| INDIVIDUAL AND GROUP REPORTS <ul style="list-style-type: none"> Each participant can download her individual report and a certificate of training via the learning platform. For companies with five or more participants in the same program, a final group report that recaps employees' experience and shows their progress over the 100 days is sent. | August 2023 | February 2024 |