

# Important Steps

	<i>Défi 100 jours</i> Ambition Challenge	Défi Leadership
<b>CANDIDATE SELECTION</b> <ul style="list-style-type: none"> <li>Numerous tips on the recruitment process are included in the Program Leader's Guide.</li> <li>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.</li> <li>Let managers know that their employee(s) is(are) participating in the program.</li> </ul>	<b>May - August</b>	
<b>OFFICIAL PARTICIPANT REGISTRATION</b> Deadline to submit registration form.	<b>Friday, August 26, 5:00 p.m.</b>	
<b>PRE-LAUNCH PRESENTATION</b> Internal program presentation for companies with 11 or more participants in one or multiple programs.	<b>From August 29 to September 13</b>	
<b>LEARNING PLATFORM</b> A communication invites participants to sign up on The A Effect learning platform.	<b>Tuesday, September 6</b>	<b>Friday, September 2</b>
<b>PRE-LAUNCH PERIOD</b> An introductory card is available on the learning platform. Participants gear up for the official launch and begin reflecting on their ambition.	<b>From September 9 to 15</b>	<b>From September 7 to 15</b>
<b>OFFICIAL LAUNCH</b> Presentation of the program methodology along with the entire program schedule to all cohort participants.	<b>Ambition Challenge:</b> <b>Wednesday, September 14</b> <i>Défi 100 jours:</i> <b>Thursday, September 15</b>	<b>Friday, September 16</b>
<b>MID-PROGRAM*</b>	<b>Friday, October 21</b>	
<b>END OF PROGRAM</b> From this date, participants maintain access to the learning platform for a complimentary 30-day period.	<b>Friday, December 16</b>	<b>Wednesday, December 21</b>
<b>INDIVIDUAL AND GROUP REPORTS</b> <ul style="list-style-type: none"> <li>Each participant can download her individual report and a certificate of training via the learning platform.</li> <li>For companies with five or more participants, a final group report that recaps employees' experience and shows their progress over the 100 days is sent. We also invite you to collect feedback from participants after those 100 days.</li> </ul>	<b>January 2023</b>	

\* At the end of each pillar and/or mid-program, we urge you to take stock with your participants to ensure the program continues to run according to plan, to gather their impressions and to provide encouragement.