

Manager's Guide

Défi 100 jours - Ambition Challenge

The ^AEffect

Dear Partner,

We are pleased to count you among those who are committed to fostering female talent in their organizations.

One or several employees from your organization are currently participating in a program provided by The A Effect. They are about to embark on an innovative experience that has consistently demonstrated its ability to help change behaviours that will prompt them to take impactful actions. For some, these changes will result in significant career advancement, for others, changes will occur through strong leadership within the organization, ultimately contributing to collective success.

Although these are turnkey programs, your support as a manager is crucial to the employees' overall experience. This guide will help you understand the key elements of this program, which a few steps that you can take to reinforce your employees' learning and better support them in their professional development.

The A Effect Team

The professional development programs aim to help participants reshape their mindsets and adopt new behaviours so they can better demonstrate their ambition and maximize their talents for the benefit of the whole company.

The programs accelerate the development of three key pillars:

- 1 **Confidence:** Boosting self-confidence
- 2 **Risk-taking:** Learning strategic risk management
- 3 **Influence:** Building a solid business network and developing political acumen

The A Effect's programs are based on a unique methodology that combines various learning strategies to reinforce the acquisition of new behaviours. Full details are available in the [Candidate's Guide](#).

Ways that you can support your employee(s)

We recommend setting up three 20-minute meetings with your employee(s) to discuss each of the program pillars. If you have several employees taking part in the program, these meetings could take place as a group.

Confidence pillar

Meeting at the end of month 1

During the first month, participants are invited to think about imposter syndrome, a feeling of self-doubt that can create barriers to success.

Suggested talking points:

- Share a moment from your career when you felt like an impostor and then ask: How have you experienced imposter syndrome as a barrier to your development?
- What part do you see yourself playing in the next five years? What barriers or challenges do you foresee in terms of achieving this goal?
- How would you describe your professional ambition? What limitations or fears may keep you from fulfilling your ambitions at work?

Risk-taking pillar

Meeting at the end of month 2

The second month focuses on the mindset needed to better handle risk. We discuss the difference between a "Play to Win" and a "Play Not to Lose" mindset. Participants also attend a workshop to learn how to put negotiation tactics to work.

Suggested talking points:

- How do you handle a situation where risk is involved? What blocks you in those moments?
- Do you have more of a "Playing to Win" or a "Playing Not to Lose" mindset?

Influence pillar

Meeting at the end of month 3

The last month focuses on the importance of understanding political games within an organization and knowing how to navigate them to make headway on various files. Participants are also encouraged to build and leverage their business network.

Suggested talking points:

- What do you think of our organization's internal politics? Do you take part in them?
- Do you spend time building your network? How do you use it?
- What actions do you plan to take to exert more influence within our business ecosystem?

OR take advantage of this meeting to get an overview of the experience:

- What is your net takeaway from the program?
- What new tactics have you implemented in your day-to-day life?
- How has this program helped you better express your ambition at work?

Contact us for more information.

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