

The A Effect

# Support Track for Managers

For managers of Ambition Challenge or Défi 100 jours participants.



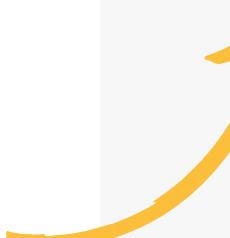
## Objectives

The support track enables managers to:

- Provide intentional support to help participants stay committed throughout the program
- Play an active role in the successful completion of the challenge
- Strengthen their own leadership while positively influencing team performance, motivation, and culture.

## An Experience Rooted in Real Life

- Easy and Timely: Targeted communications propose concrete opportunities for action or observation, grounded in everyday work situations.
- Immediate Impact: Each opportunity enables managers to observe or encourage participant behaviour without adding to their workload.
- Reduces Uncertainty: Managers know exactly when and how to support participants and quickly see the tangible benefits for themselves, their teams, and the organization.



## Key Support Actions

### Remove Barriers

By helping participants identify and overcome obstacles such as fears, constraints, and limiting beliefs, managers enable action and foster a momentum of success.

### Support Participants' Progress

By recognizing even minor progress, managers boost participants' motivation and commitment, enhancing their confidence, autonomy, and perseverance. At the same time, managers experience firsthand the positive impact of their guidance.

### Amplify Leadership Support

Managers strengthen their ability to support their team's growth, enhancing both their day-to-day leadership and their strategic impact within the organization. Their active involvement also helps cultivate a team culture of confidence and ambition.

Questions ?

Contact

company@the-a-effect.com

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## Tangible Impact for Participants and Their Environment, Without Adding to Busy Schedules



Targeted communications offering opportunities for observation and feedback, grounded in each manager's real-world context.



Live events: 1 Official Launch and 2 In-Depth Interviews for inspiration and to fuel discussions with the participant.



Brief discussions with the participant to support her in her learning and in the achievement of her challenge.

When participants are **supported**, they are more successful.

80% of women who achieve their challenge received organizational support.

## To Each Their Own Mission

### FOR YOU

- Attend the Official Launch and In-Depth Interviews
- Schedule your meetings now
- Free up 1 to 2 hours per week for your employee
- Consult the action emails

### FOR THE PARTICIPANT

- Define and take up her challenge
- Adopt new behaviours
- Complete the activities on the platform
- Attend online events

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## Schedule your 5 meetings now

Recommended duration: 20 minutes

### 1 Amplify the Official Launch of the Ambition Challenge!

Third week of March

FOR THE DISCUSSION

- What is your challenge?
- How does it take you out of your comfort zone?
- How can I support you in your first step?

THEMES COVERED IN THE JOURNEY

- Three transformative pillars
- By boosting her confidence, learning to take risks, and increasing her influence, the Ambition Challenge participant finds the words to communicate her ambition and makes herself visible within her company.

### 2 Creating Space for Active Learning

First week of April

FOR THE DISCUSSION

- How is your challenge going?
- What obstacles are you encountering?
- What new behaviours have you put into practice?

THEMES COVERED IN THE JOURNEY

- Self-confidence drives change.
- Imposter syndrome, doubting your strengths, and limiting your success.

### 3 Recognizing Effort Helps Drive Progress.

First week of May

FOR THE DISCUSSION

- What makes you most proud of your journey so far?
- What actions or risks have enabled you to move forward?
- What new behaviours do you want to consolidate?

THEMES COVERED IN THE JOURNEY

- “Play to win” versus “play not to lose.”
- Negotiation strategies.

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### 4 Strengthen Your Employee's Influence and Impact

Last week of May

FOR THE DISCUSSION

Identify an opportunity for your employee to share her files before a meeting and invite her to prepare for these conversations.

Review the exercise together, asking her the following two questions:

- How does this conversation help you improve your project?
- How can you count on this person to support you in the next steps?

THEMES COVERED IN THE JOURNEY

- Demystifying office politics.
- Build and leverage a network.

Links for Ambition Challenge live events [COMING SOON]

- Official Launch (March 12, 9 a.m. Quebec / 2 p.m. France)
- In-Depth Interview 1 (April 9, 9 a.m. Quebec / 3 p.m. France)
- In-Depth Interview 2 (May 12, 9 a.m. Quebec / 3 p.m. France)



### 5 Review: Naming Progress Together

First week of June

FOR THE DISCUSSION

- Review your employee's development: What are you proud of? What new skills have you developed, what actions have you taken?
- Look ahead to the future: What ambitions or lessons learned would you like to pursue further? What habits would you like to keep?

[Click here to learn more about the program](#)



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