"Living Well Through Change"
is manifested through an amalgam of
reactions, attitudes and behaviours resulting
from values, beliefs, convictions, traditions
and life experiences as a whole.

➜ **Perception**
   ➜ **Understanding**
      ➜ **Intention**
         ➜ **Action**

*If I allowed myself to perceive differently,
my understanding could be altered,
my will affected and
my intervention modified.
Since I am as I am
because I think as I think,
then, if I thought differently, what would
happen?*

*Everything
is change,
not in the sense
of ceasing
to exist,
but in becoming
what is
yet to be.*
(Epitectus)

Living Well in a World of Constant Change

Action · Optimism · Sensitivity · Intuition · Serenity · Tenacity · Method · Generosity · Enthusiasm · Strategy · Determination · Imagination · Tolerance · Logic · Courage · Pride · Confidence · Empowerment

*"If you knew how
to change your
nature when
circumstances
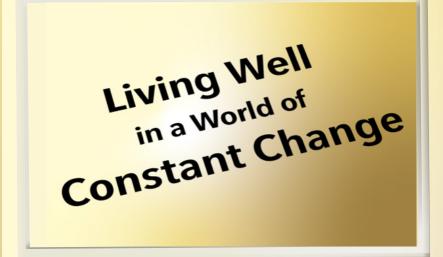changed, your
fate would not
change."*
(Nicholas Machiavel)

**Intended for anyone looking to leverage
the opportunities generated by change**

This program offers an approach for:

✔ Taking a step back from my usual ways of perceiving "my reality."

✔ Assessing my tendencies in the face of change.

✔ Specifying an ideal (desirable) way to react in a context of continual movement.

✔ Identifying five factors facilitating *"Living Well Through Change."*

✔ Analyzing the validity, benefits and harmful effects of certain attitudes and behaviours in a context of change.

M3I
DEVELOPMENT

SKILLS DEVELOPMENT PROGRAM
AT PERSONAL,
PROFESSIONAL AND
ORGANIZATIONAL LEVELS

Living Well in a World of Constant Change

The proposed approach is based on the explanatory model of Personality Dynamics, which power all human activity.

These four dynamics form the basis of human functioning and are present in every reaction a person can have.

Personality Dynamics

The sum of lived experiences will lead a person to prefer one approach or particular dynamic over others, at the same time neglecting the useful contribution that the other dynamics could provide.

To be able to benefit from the five factors that facilitate *"Living Well Through Change"*— a proactive attitude, control of tensions, a positive attitude, a sense of organization and a sense of responsibility — it is essential to understand and exploit each of the four dynamics, so as to optimize their potential and thus develop skills to harmoniously integrate the reflexes, reactions and behaviours specific to each mode of operation.

This will result in the participant's increased ability to perceive reality through the prism of the imaginative, rational, emotional or action dimension, which will make it possible to easily deal with all the situations that life throws their way.

EXPECTED RESULTS

This development process will allow participants to:

- **Discover unknown strengths to deal with instability.**

- **Build solid anchors to maintain balance in movement.**

- **Evaluate the impact of their dominant personality component on their reaction to change.**

- **Rely on attitudes and behaviours that foster "living well."**

- **Develop action plans to get closer to a pursued ideal.**

MATERIALS PROVIDED

Upon registration, to be completed before the start of the training
- *Self-diagnostic questionnaire* (form with 120 statements)

At the first meeting, to be used throughout the program
- *Measurement of my tendencies towards change* (60-page report)

   This report provides information regarding the factors that facilitate *"Living Well Through Change"* while specifying to what extent they are part of the respondents' toolbox in coping with change as well as what they consider desirable.

   It contains all the information necessary for both the collective process and the individual journey. The participants use it to take note of their observations, reflections and questions as well as the improvement projects they propose to carry out.

FRAMEWORK

18 hours training
multi-company
or private group

+

6 hours individual management coaching

The program, which lasts 10 to 12 weeks, is carried out in 6 modules of 3 hours combined with an individual support / coaching meeting during the same week as that of the training.

This program is also available on an individual basis; see our website for more details.