

PUBLIC NOTICE FOR THE ALLOCATION OF COMPANY CATALOGUE VOUCHERS FOR CONTINUING TRAINING INTERVENTIONS UNDER THE LOMBARDY FSE+ REGIONAL PROGRAMME 2021-2027

The company Hennecke-OMS S.p.A. participates with the financial support received from the European Union in the training interventions

74402 12580 Growing as a manager Aims and results

- The course works on aspects, attitudes and tools that managers, from any organisational context, must possess today to foster the engagement of their people. The training aims to bring managers, who coordinate and manage work teams, to identify, enhance and make the most of people's strengths, both individually and as a team. It is a learning path that will lead participants to:
- Know, monitor and manage their people's expectations
- Understand the key mechanisms to foster people development
- Know and apply the different growth plans: how to monitor the performance of one's own employees

The objectives of the training are:

- Transferring knowledge of team dynamics and enhancing the management style of the figures in a management and coordination role
 - To enable participants to motivate and guide their collaborators with a leadership style functional to people's growth
 - Develop delegation and feedback skills as tools for sharing and growth
 - Strengthen team management and motivation skills
 - Improve communication and interaction of people to work even better together
- Understand and apply the right tools to value employees and grow as a team
 - Grow individually to grow as a team
 - Contribute to implementing engagement levels within their organisation

At the end of the training, participants:

- Will have acquired professional skills for enhancing their performance as a 'leader';
- Will be able to exercise proper leadership and to guide and motivate their team
- They will be managers capable of applying tools to ensure the professional success and well-being of their employees

The market registers an increase in turnover levels and an average decrease in the period of 'tenure' within the same organisation, especially among the most talented people (the most attractive ones). This situation seems to have been accentuated precisely in relation to the new 'target of workers' entering the labour market: the so-called millenials and Generation Y who seem to have completely different expectations and aspirations. Research shows that these new workers: they dream big and want to make a difference, they are 'hungry' for success, they want to establish a personal relationship with their leaders, they want the right recognition for their creativity and entrepreneurial mindset. Today's managers must therefore learn new strategies to manage them; they must be able to help them succeed, recognise their successes, define a plan their successes, define a growth plan, provide a continuous training process, manage their expectations, develop a new people culture.

74398 12579 Tactical sales

Aims and results

- Howay proposes a highly innovative training course that will allow participants to experience and build an excellent sales methodology. Through simulation and role play, it will also allow talent to discover their style of approaching customers in order to make the appointment and negotiation a good business opportunity. The course is full of exercises
- and customised simulations to acquire skills and competences useful to master the most effective
- sales and communication techniques, and to learn how to use the most successful negotiation strategies by learning advanced NLP (Neuro-Linguistic Programming) methodologies and tools. The course will enable participants to understand the methods to put in place to quickly get in tune with the customer, understand their needs by asking the right questions and, consequently, proactively respond to requests by conducting an excellent sales appointment.
- The course will enable participants to achieve the following objectives:
- Improve their confidence during negotiations.
- To be in full control of emotions so as not to let elements of concern shine through in the client's mind, and to reassure the client with a positive attitude
- Learn communication techniques with a high emotional impact
- Create 'feeling' with the client to exponentially increase the chances of closure
- Make persuasion techniques your own
- Building a sales technique adapted to one's style and personality, emphasising one's strengths.

74332 12578 People management

Aims and results

The course works on aspects, attitudes and tools that managers, from any organisational context, must possess today to foster the engagement of their people. The training aims to bring managers, who coordinate and manage work teams, to identify, enhance and make the most of people's strengths, both individually and as a team. It is a learning path that will lead participants to:

- Know, monitor and manage their people's expectations
- Understand the key mechanisms to foster people development
- Know and apply the different growth plans: how to monitor their people's performance.

The objectives of the training are:

- Transfer knowledge about team dynamics and enhance the management style of those in a management and coordination role;
- To enable participants to motivate and guide their staff with a leadership style that is functional to people's growth;
- Develop delegation and feedback skills as tools for sharing and growth;
- Strengthen team management and motivation skills;
- Improve communication and interaction of people to work even better together;
- Understand and apply the right tools to enhance co-workers and grow as a team;
- Grow individually to grow as a team;
- Help implement engagement levels within your organisation.

At the end of the training, participants

- Will have acquired professional skills for the enhancement of their performance as a 'leader';
- They will be able to exercise proper leadership and to guide and motivate their team;
- They will be managers capable of applying tools to ensure the professional success and well-being of their employees.

The market is experiencing an increase in turnover levels and a decrease in the average period of "within the same organisation, especially among the most talented (the most attractive) people. (the most attractive ones). This situation seems to have been accentuated precisely in relation to the new 'target of workers' entering the labour market: the so-called millenials and Generation Y who

seem to have completely different expectations and aspirations. Research shows that these new workers: they dream big and want to make a difference, they are 'hungry' for success, they want to establish a personal relationship with their leaders, they want the right recognition for their creativity and entrepreneurial mindset. Today's managers must therefore learn new strategies to manage them; they must be able to help them succeed, recognise their successes, define a plan their successes, define a growth plan, provide a continuous training process, manage their expectations, develop a new people culture.

Awarding Authority: Howay S.r.l. ID 2460026

Financial support received: €17.760,00

The courses were implemented as part of the initiatives promoted by the Regional Programme co-financed by the European Social Fund Plus. For further information www.fse.regione.lombardia.it