This program provides tools to manage teams where there is:

- low motivation; insufficient productivity;
- a poor sense of belonging;
- tense relationships;
- difficult communications;
- a poor sense of belonging;
- dissatisfaction;
- difficult relationships;
- tense of belonging;
- low productivity;
- insufficient motivation;
- high turnover rates.

The M3I Institute certified trainers / facilitators / coaches (TFC) guide each participant in this personalized approach to help them achieve their goals for improvement through various self-diagnostic tools.

**Facilitation / Coaching**

Every level of the M3I Supervision program contains individualized facilitation / coaching sessions that are conducted concurrently with the training workshops.

**Self-Diagnostic Tools**

The self-diagnostic tools used by the TFCs are based on the analysis of the participant’s attitudes and behaviours to take stock of the essential supervision abilities they have acquired and to target those that they must develop.

**Tools Included in this Program**

- Supervision Practices Assessment
- My Team Profile Analysis
- Adaptability to Change Profile
- Estimation of ability and skill levels required for supervision / management
- Inventory of characteristics and personal skills related to change adaptability

**Post-Training Assessment**

Six (6) months after having completed the Essential level, a participant may again fill out the questionnaire and receive a second report to track their progression.

**Complementary Tools**

- Manage with H.E.A.R.T.
- Analysis of attitudes, behaviours, habits and values of managers in relation to the satisfaction of the team members’ needs
- Daily Management of Personnel
- Evaluation of managers’ ability to face their daily responsibilities

These tools, which each include a two (2)-hour facilitation / coaching session, can be used optionally at any time during the program.

**Accreditation**

To certify the qualification of the participants, the M3I Institute issues credentials for each program level completed, as this example shows. The validity of the credentials may be verified with the M3I Institute.

**Certification**

The M3I Institute also offers the participants the possibility to qualify for certification by taking an optional exam at the end of each level of the program. After passing an exam, a certificate will be awarded and new credentials will be issued.

**Recognition**

Some training hours are recognized by these organizations.
M3I Institute’s mission is to maximize the contribution of individuals to the future of the businesses and organizations they work for. Its creation is the result of the long and successful career of Denis Ouimet, who established, as early as 1976, the BUREFOR Inc., to guide managers in developing integrated managerial practices, philosophies, and value systems.

The work of M3I Institute, combined with that of BUREFOR Inc., comprises a corpus of over 2 million data from manager experiences. From this data, the following is drawn: measurement tools, training programs, management practices, theoretical concepts and explanatory models specific to the management of people.

M3I Institute brings together professionals with varied fields of expertise, contributing their skills and their personal and professional experience to the many activities offered. All these activities generate benefits for all participants, and also have a positive impact on their surroundings and organizations.

Integrated program for the development of human resource management skills through a focus on daily supervision

MANAGING SUPERVISION ISSUES IN A MORE HUMAN WAY

11 years of positive results and significant benefits

More than 1 400 organizations and businesses served

More than 4 000 participants in the program

More than 16 000 hours of facilitation / coaching using the 7D Profile

More than 42 000 persons / training / days

Program distributed under license through more than a third of Quebec CEGEP network. Consult your local institution.