



Mane Gere Associate is a consulting and training firm, recognized by its customers (firms, public institutions or anyother organisations).

Our methodology is ITS :

**Immersion
Training
Support**

www.manegere.fr

RE AS

Spirit

- **Every firm is unique**
- **It is by observing its own mechanisms that we are able to identify the difference between what is currently done and what the firm is willing to do to meet its objectives.**
- **Close to the daily activity of its co-workers and its mechanisms within the firm, we build, with our customer, a project created with:**
 - An appropriation **I**mersion,
 - A customized **T**raining,
 - An operational **S**upport.



Method

- **Immersion** : we are on the firm's field, in its departments, to learn about its specificities and prepare its co-workers to the next steps to come.
- **Training** : we bring to our trainees a customized training combining theory, practical mechanisms and workshops.
- **Operational support** : we help our trainees, individually and within groups, to put into practice what they have learned

MANE GERE AS

Expertises



Expertise

- **Customized training:**

- It might be the time to give your team a new and innovative teaching approach making the difference with the traditional training techniques.
- When you don't have the necessary resources to build a training, you are willing to involve your managers in some of the trainings to show the trainees what is at stake.
- You are willing to mark their spirit by using original training presentations highlighting your message (a message to give to your teams, changes in their behaviour within their work, values that are made to live within the firm).
- We put our innovation and our experience to build training supports to fulfil your objectives.



Expertise

- **Training**

- What is the main mission of a Mane Gere Consultant?
- To stand up in a conference room, facing a group and make the training day a unforgettable moment for each trainee.
- Each of them has to leave with simple solutions for a daily professional use.
- More over, Mane Gere trainings must be outstanding for the trainees.

MANE GERE ASSOCIES

Expertise

- **Training**

- How do we see our job?
- To train co-workers what ever their age, their position within the company.
- Our single constraint is to remain in our speciality and our field of expertise which is :
 - ⦿ Management,
 - ⦿ Commercial efficiency
 - ⦿ Personal fulfilment

The firms' main resource: your team is made out of men and women. It is more than normal to be sure they remain on the highest level of competence, motivation and performance.

Expertise

- **Consultancy & Audit :**

- **Consultancy**

- ⊙ The growth of a company is made of issues such as:
 - A tightening competitive environment
 - The customers' increasing expectations and requirements,
 - The pressure of our shareholders for enhanced performances,
 - Co-workers with various aspirations not necessarily in phase with the suggested management.
 - ⊙ A condition to adjust the management, to modernise the daily working tools, to enable co-workers to regain enthusiasm and motivation: most of the time, co-workers in the urgency, find it difficult to look ahead from time to time. Our objective is to support you to stand back and enable you to implement the necessary evolutions.

Expertise

- **Consultancy & Audit :**

- **Audit**

- ⊙ It allows us to understand our clients specific mechanisms and build accurate solutions to their issues.
 - ⊙ We are convinced motivation, technical skills or communication between and towards co-workers are a firm's possible dysfunctions.
 - ⊙ We endeavour ourselves to concentrate on these three axis and propose practical answers.
 - ⊙ The more efficient they are the less effort is required from our clients.



Expertise

- **Recruitment**

- Recognised in our management skills, we are fully aware of the firms constraints and stakes (cultural, financial, management).
- We fulfil our mission with harshness
- Our methodology: :
 - ⊙ **D**efinition
 - ⊙ **I**dentification
 - ⊙ **S**election
 - ⊙ **P**resentation
 - ⊙ **S**upport

MANE GERE ASSOCIES

Expertises

- **Recruitment**

- **Definition.**
 - ⊙ Evaluate the recruitment environment
 - ⊙ Define the mandate of our mission and its means
- **Identification.**
 - ⊙ Identify the best profiles to fulfil your needs
- **Selection.**
 - ⊙ Select the best candidates to make your choice easier
- **Presentation.**
 - ⊙ A support to make up your choice in the best conditions
- **Support.**
 - ⊙ Facilitate the integration of your new co-worker

Operational Support

« No advice is more loyal then the one given on a ship »

- A training-room does not solve every problem:
 - ⦿ A manager encountering challenge with his team,
 - ⦿ A marketing man whose business is not efficient
 - ⦿ A co-worker encountering stressful situations
- Within a group, it can be difficult, for the trainer to answer each trainee's expectations and for the trainees to be free of speech.
- It's on the field of their position that we can give a loyal and trusty advice.
- All Mane Gere Consultants have fulfilled positions in which they have enhanced their management, marketing efficiency or personal development skills. In this respect, they have the competence to implement and fulfil this support.

Operational support

- Our methodology
 - Once the support's objective and the expected result defined with our client, we prepare the support with each trainee.
 - The support : sequences of observation, interviews, debriefings and search of solutions.
 - The supports' length are appraised and validate after the first session.
 - After each support session, a debriefing is made with a specific and customized working document, including the following elements (the suggested solutions, the obtained results, the trainee's progress plan, his fulfilments and the means to pursue his progress).



The performance contract

- **"Mane Gere's performance contract":**
 - To reach the objectives defined uphill.
 - To give an efficient and measurable service.
 - To invoice according to the obtained results.

Your performance, our added value

MANE GERE AS



PowerVote: a playful teaching technology

- **By using the PowerVote®,**
- **You energize your meetings while motivating your trainees**
 - Trainees' memory and attention enhanced.
 - Common decisions processes quickened: you can immediately show, on screen, the results.
 - Enhanced team building effects due to the interactivity.
- **You exploit the results :**
 - You save the results to enable a subsequent use.
 - You establish customized statistics and relevant reports.

MANE GERE ASSOCIES

Remote Training:

- **Broached subjects :**
 - Selling techniques
 - English
 - Office automation
- **A half-day at the training centre with the trainer:**
 - A positioning to identify what is to be required,
 - A scheduled time-table (a personal training),
 - Automation support: software and online lessons.
- **The Remote Training added value:**
 - Few trips,
 - It saves time: customized training on your needs only,
 - A training that meets your availability: 7 days a week, 24 hours a day,
 - The benefit of a tutorial system.

Bank and insurance references



Telecom & Internet Providers & Call centres providers



cegetel



Inn & other references





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