

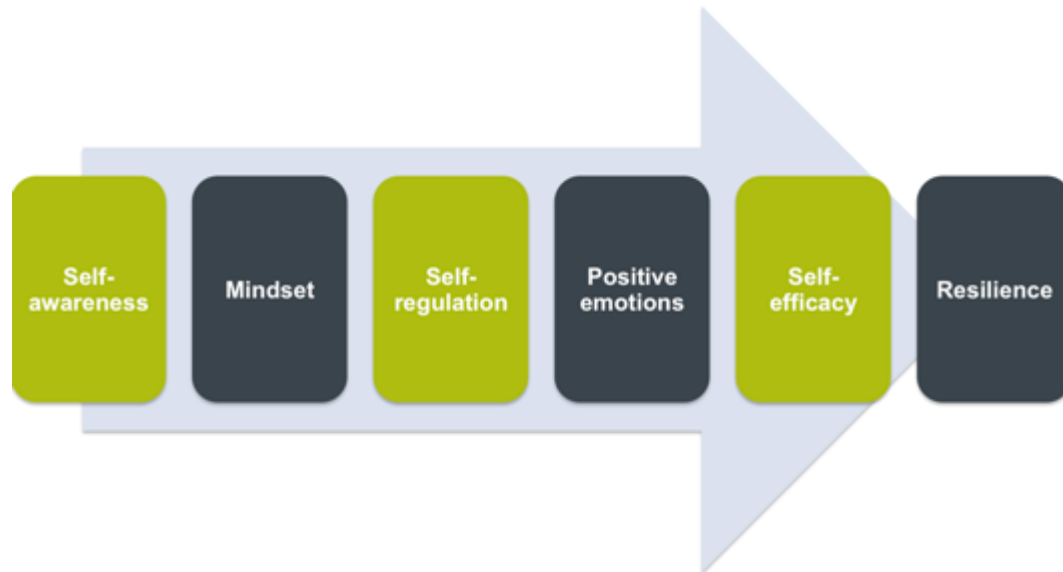
# POSITIVE LEADERSHIP DEVELOPMENT

Applying recent behavioral science research,  
to empower exceptional individual and team performance.



**Be & Become**  
Evoking excellence and cooperation

# POSITIVE PSYCHOLOGICAL CAPITAL



**Self-awareness** : ability to recognize and understand strengths, emotions and cognitions. Noticing and disentangling from internal barriers to values-based action.

**Mindset** : ability to learn ; to grow ; to embrace challenges ; to persist and rebound from failure.

**Self-regulation** : ability to engage in goal setting and values-based action ; assess discrepancies ; and formulate action plan.

**Positive emotions** : ability to produce an upward spiral by focusing on positive emotions, to broaden people's repertoires of things they like to pursue.

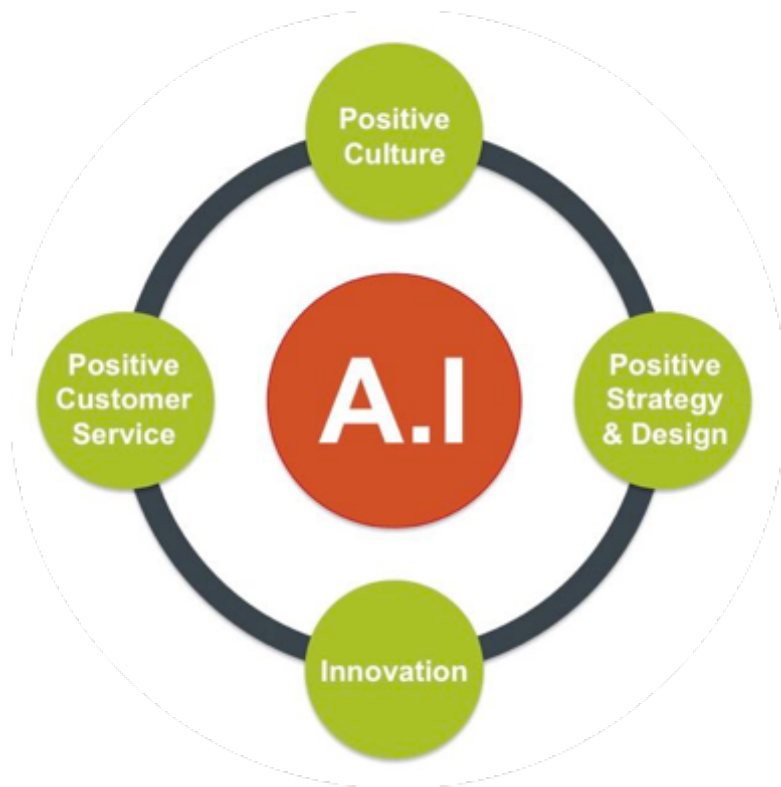
**Self-efficacy** : ability to feel, think, motivate themselves and behave to achieve clear specific outcomes.

**Resilience** : build attitude (thoughts, emotions, behavior) ; encourage new thinking ; maintain change ; to adapt and bounce back in the face of adversity.



# POSITIVE LEADERSHIP SKILLS

- Set vision and build toward the future.
- Create and articulate vision and strategic alignment.
- Develop a leadership and talent strategy aligned with business strategy.
- Focus on performance and personality strengths.
- Foster positive job crafting.
- Create engagement and drive results.
- Build positive and meaningful interpersonal relationships.
- Focus on positive aspects of work contexts and behavior.
- Foster a culture of innovation.
- Catalyze change.
- Embrace flexibility and tolerate ambiguity.
- Influence processes underlying ethical leadership.



## POSITIVE TEAM DEVELOPMENT

- Unlock team's potential and facilitate effectiveness.
- Align teams and projects with the strategy of the organization.
- Transform organization culture and increase corporate performance.
- Identify the need to improve/change, clarify outcomes, goal setting and performance management, improvement targets and action plan.
- Develop team skills to collectively understand how decisions are made, how the team solves problems and resolves conflict, communication.
- Facilitate collective capacity for analysis, reflection, problem solving, decision making and action.

## POSITIVE ORGANIZATIONAL DESIGN

Recognize and value the organization's success. Focus on growth and appreciation. Maximize employee input and creativity to generate both positive energy and innovative ideas for change.

**Highlight key success factors ; identify core strengths of the organization ; learn about what stimulates innovation in your context ; produce new thoughts, connections and ideas ; generate new possibilities ; drive positive change to achieve desired results and improved outcomes.**



**A collection of individuals**

**Executive Team Coaching**



**Collective Performance**



## LEADERSHIP ASSESSMENTS

Assessing, focusing and capitalizing on what people are best at ; turning personal strengths into performance strengths . **TALENT X INVESTMENT = STRENGTH**



Assessing leadership behavior and competency to raise awareness, create insight, shift in mindset from a diagnostic approach to a solution-focused thinking style and heighten personal performance.



The program is outcome-based and measurable, to provide the organization with the direction to measure how its leaders are developing personally and professionally and how their development measures up to the organization's expectations.



## EXECUTIVE COACHING

Helping clients to achieve long-term excellent performance :

- broaden perspective ;
- clarify purpose, interests and expectations ;
- increase insight ;
- enhance leadership and management skills ;
- identify development goals to meet expectations ;
- initiate new behaviors linked to successful achievement of business objectives
- overcome barriers to change ;
- meet the challenges inherent in a period of substantial organizational change ;
- support transition needs.





**Gilles Favro**

After an international career, he helps organizations since 2007, to enable organizational transformation through strategic initiatives and drive changes, with the aim of creating value, maximizing growth and improving performance of individuals, teams and organizations.

He is an experienced intercultural executive coach who has worked with cross-cultural teams on global management projects. (Japan, Southeast Asia, North America, Europe)

He is regularly consulted to apply his knowledge and expertise to identify opportunities and create value in the following core sectors: high technology, IT, financial services, luxury, hospitality, retail, industrial goods & services, healthcare, social & public sector.

As he became increasingly interested in the psychological aspects of health, wellbeing, resilience and intrinsic motivation ; he is trained in Acceptance and Commitment Therapy (ACT), mindfulness, and Applied Positive Psychology.

Lecturer in Leadership, Management and Executive Coaching at HEC Paris Executive Education, SKEMA Business School, and University of Paris 8.

**Be & Become**  
Evoking excellence and cooperation

---

**Gilles FAVRO**

Tel. : +33 618 709 750  
contact@be-and-become.com

[www.be-and-become.com](http://www.be-and-become.com)