

Everything's better when we get on...

Would you like to develop your interpersonal skills so that you can adapt to people with different profiles? Discover how you can become more productive, positive and impactful, thanks to Ameliore's tailor-made, human approach...

www.ameliore-coaching.com

TAILOR-MADE SOLUTIONS



Ameliore designs and delivers tailor-made training, coaching and facilitation around 3 focus areas:

- ✓ Strengthening teams
- ✓ Improving intercultural competency
- ✓ Acting for equity & inclusion.

CLIENT SATISFACTION 2022



- Training activities:
- CPF 100%
- Intercultural training 92%
- CoachHub rating 4,96/5

CONTACT



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[Kay Watson | LinkedIn](#)



Kay Watson, Ameliore is a professional coach, accredited by the International Coaching Federation



LA FRESQUE DE LA DIVERSITÉ

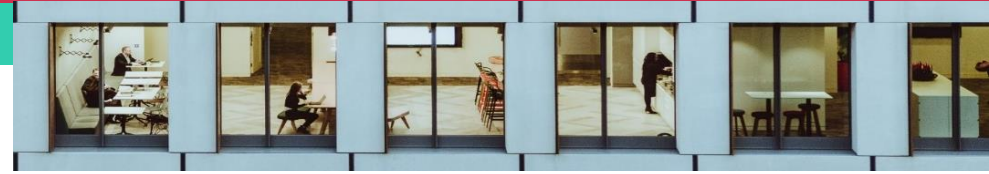
Ameliore is certified to deliver diversity fresk workshops



Ameliore is a supplier & practitioner of Wiley EVERYTHING DiSC tools



This quality certification has been awarded for the following category(ies) of actions: **TRAINING ACTIVITIES**



STRENGTHEN YOUR TEAM

FOR MANAGERS:

1. DiSC accompaniment: learn the keys to management

FOR TEAMS:

2. DiSC workshop: team cohesion

IMPROVE INTERCULTURAL COMPETENCY

FOR MANAGERS:

3. Accompaniment: lead a multicultural team. Please contact me for a customised offer

FOR TEAMS

4. Intercultural teambuilding. Please contact me for a customised offer

FOR MANAGERS & TEAMS:

5. International mindset training

ACT FOR EQUITY & INCLUSION

FOR MANAGERS & TEAMS :

6. Diversity Fresk & follow up

FOR MANAGERS & TEAMS:

7. Accompaniment: diversity & inclusion strategy. Please contact me for a customised offer

INTER or INTRA COMPANY FORMULA

Ameliore offers intra or inter-company sessions at your workplace or in a neutral location. I provide these services in Rennes, Paris or at a mutually agreed location.

REMOTE OPTION

All services can be offered via video conferencing with TEAMS or ZOOM. All sessions are secured by a password and limited access.

TAILOR-MADE FORMULA

Because your company and your employees are unique, Ameliore creates coaching or training sessions that meet your specific needs and issues:

- Identify your needs and objectives during a preparatory meeting
- Propose the programme that suits you
- Validate the training methods and tools to be used for the success of your project

ACCESSIBILITY

If you require assistance to access or attend this course, please let me know so that I can make the necessary arrangements.

DISC: LEARN THE KEYS TO MANAGEMENT

DISC TOOL

The DiSC tool is not a "test" - it's not about categorising or judging people or putting them in a box.

Instead, it is a learning tool for behavioural adaptation. - This 'Wiley DiSC' tool is the most powerful and relevant of the DiSC Profiles. It's simple to use, intuitive, easy to interpret and research-based.

Your DiSC Profile will help you to:

- Better understand yourself and others
- Understand the 4 DiSC® behaviour and communication styles
- Consider the impact of DiSC® styles on others and learn to communicate more effectively within and outside the team
- Identify the strengths/limitations of your DiSC® profile and areas for development
- Develop deeper and more effective dialogues

OBJECTIVES

Aimed at managers, supporting you with:

- Advice
- Strategies
- An action plan.

Coach managers on how to get the best out of their staff in:

- Leading and delegating
- Increasing motivation
- Developing an employee
- Working with your manager

Optimise manager performance with personalised learning:

- Developing your management style
- Improving communication
- Increase employee commitment

FOLLOW-UP

One month later, a coaching session will be organised to overcome ongoing challenges and further develop skills.

PLANNING & TARIF

Report & coaching	You'll complete the DiSC questionnaire online, then receive your report in PDF format. You will have a debrief with me where you will explore your profile in more depth and develop an action plan on how to adapt your management style. A hard copy of the report and a workbook will be provided.
Total	Questionnaire + 2h
Follow up	1 x 1h session
Total	3h
TARIF	550€ VAT not applicable under article 293 B of the French General Tax Code France



TARGET AUDIENCE

Executives, managers and directors with team management responsibilities

LANGUAGE

English &/or French

LOCATION

Face to face or on video conference (Teams /Zoom)

METHODS

+Questionnaire & DiSC report
+Coaching approach
+**Workbook** provided and shared in paper & electronic format

EVALUATION

+Formative assessment
+Formalised reflection on learning
+A follow-up session

For more info on the DiSC tool:

[Everything DiSC - Everything DiSC | Official Site](#)

DISC WORKSHOP: TEAM COHESION

THE DISC TOOL

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- Identify the strengths/limitations of your DiSC® profile and areas for development
- Develop deeper and more effective dialogues

OBJECTIVES

Aimed at teams, supporting them with:

- Advice
- Strategies
- An action plan.

Helping teams to :

- Better understand their behaviour and communication style
- Become aware of the impact of their style on others
- Understand how to target the style of your contacts
- Know how to adapt their communication and behaviour to the styles of others
- More specific objectives can be added according to particular needs, e.g. how to provide constructive feedback to others with different styles, how to persuade and convince, etc.

FOLLOW-UP

One month later, a coaching session will be organised to overcome ongoing challenges and further develop skills.

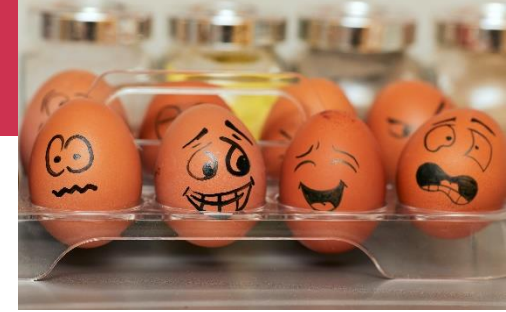
PLANNING

HALF DAY	Workshop - 4h Follow up – 1h
Total	5h
FULL DAY	Workshop - 7h Follow up – 1h
Total	8h

TARIFFS

HALF DAY PACKAGE (workbooks,, workshop, follow up incl.)	850,00€
HALF DAY PACKAGE (workbooks,, workshop, follow up incl.)	1500,00€
Individual report	120,00€
Maximum no. Participants	15

VAT not applicable under article 293 B of the French General Tax Code France



TARGET AUDIENCE

Small, medium & large teams

LANGUES

English &/or French

LOCATION

Face to face or by video conference (Zoom/Teams)

METHODS

+Questionnaire & DiSC report
+**Workbook** provided and shared in paper & electronic format

EVALUATION

+Formative assessment
+Formalised reflection on learning
+A follow-up session

For more info on DiSC:

[Everything DiSC - Everything DiSC | Official Site](https://www.ameliore-coaching.com)

'INTERNATIONAL MINDSET' TRAINING

OBJECTIVES

MODULE 1

- Become aware of the impact of your culture and identity on your professional expectations and behaviour
- Understand how key concepts from intercultural research inform thinking about the link between culture and business communication
- Compare theory with your own experience of intercultural communication
- Gain a better understanding of the professional culture of the "target country" so that you can more easily identify and respond to the expectations of your business partners.

FOLLOW-UP

One month after the training, a coaching session will be organised to overcome continuing challenges and further develop skills.

MODULE 2

- Become aware of the impact of the "target country" culture on business relationships, including negotiations, presentations and project management.
- Develop your ability to adapt your professional style to improve communication and productivity.
- Develop your empathy skills, e.g. active listening and powerful questioning in order to develop trust and relationships with your international colleagues.
- Draw up an action plan to develop your intercultural skills over time.

LANGUAGE

English &/or French

LOCATION

Face to face, or by video-conference (Zoom, Teams..)

PLANNING

Module 1	2 x 3,5h sessions
Total	7h
Module 2	2 x 3,5h sessions
Total	7h
Follow up	1 x 1h session
Totale	15h

TARIFFS

Group training Module 1	1600,00€
Group training Module 2	1600,00€
Group training Module 1 & 2, plus 1h follow up session	2880,00€
No. max de Participants	10

VAT not applicable under article 293 B of the French General Tax Code France



TARGET AUDIENCE

Managers, team members, entrepreneurs, academic staff and other professionals working in an international context

METHODS

+Pre-training questionnaire
 +**Workbook** provided and shared in paper & electronic format

EVALUATION

+Formative assessment (questions and answers, role plays and/or simulations) during the course
 +Formalised reflection on learning.
 +A post-training follow-up session is strongly encouraged.

THE CONCEPT & OBJECTIVES

- The Diversity Fresk is an awareness-raising tool that effectively raises awareness and questions about the issues of discrimination and inclusion within organisations.
- Inspired by the Climate Fresk, it takes the form of a collective intelligence workshop involving around ten people and a facilitator.
- The Diversity Fresk was devised by ESSEC Business School as part of its ecological and social transition.
- It enables students as well as teachers, juries, partner companies, etc. to share a common knowledge base derived from the academic expertise of Junko Takagi, professor-titular of the ESSEC Leadership & Diversity Chair, and from research in cognitive sciences and social psychology.
- It is the first step in a process aimed at building a more inclusive and peaceful society.
- The workshop is based on a set of concept cards, which are used as a basis for discussion and debate, and which the group must work together to create a logical process.
- The cards are successively distributed in batches, each introduced by a mini-game, enabling participants to familiarise themselves with the concepts addressed in the cards to be discovered.
- Each stage of the workshop is debriefed by the facilitator.

FOLLOW-UP

One month later, a online coaching session will be organised to see how teams are developing to become more inclusive.

PLANNING & TARIFFS

FRESK PACKAGE: In company	3h workshop + 1h follow up
Total	1200€
FRESK PACKAGE: Associations, public administration, educational institution	3h workshop + 1h follow up 650€
Total	650€
Participants	Max 15 people

VAT not applicable under article 293 B of the French General Tax Code France

..Do you need a proposal more suited to your needs?

Don't hesitate to contact me.



TARGET AUDIENCE

Small, medium, large teams

LANGUAGE

English or French

LOCATION

Face to face at a location of your choice

METHODS

Additional resources are available from ESSEC Business School. A link will be provided to participants following the fresk.

EVALUATION

+A follow-up session is proposed after the fresk. This is an opportunity for the team to monitor the specific actions they wish to implement in their workplace.

ABOUT

When I was 19, I needed a summer job. I was ready to take anything. And I did. I was sent to work in my high school canteen. After, first, dying from the embarrassment of seeing my old teachers, I got down to the job of scrubbing the deep fat fryer. As I worked, I listened to the conversations of my work colleagues. They were frustrated. New directives from management had arrived and no-one had thought to ask their opinion. The imposed rules made no sense to those who were supposed to implement them. I was an Anthropology student at the time, so I observed my team as a micro-culture in the larger school culture. If only management has taken a moment to live in their shoes, listen to them, then act, they might have found themselves with a motivated team rather than the one I saw.

And so, my passion for helping people and teams in business was ignited! I thought HR would be a great place to start and after university, the Tate Gallery offered me my first job. A great experience, learning all aspects of human resources - and modern art!

Studying all those different cultures around the world, had infected me with the travel bug, so after 4 years, I moved to Australia and immersed myself in the culture of Sydney beachlife.

After a year, I wanted to bring a little piece of that happy, laid-back culture back to the UK. And so, Merienda café was born. Another 4 years of working on my coffee art, managing my own team and juggling all the other aspects of running a small business, those itchy feet came back. After being nominated as one of the top 50 cafés in the UK, it was time to sell up and unpack my suitcase in France.

Over here, the opportunity to work as an English trainer enabled me to get back into the corporate world in a variety of companies. I worked with employees of every level and especially in mixed groups of staff. My style was (and still is..) to create fun, interactive learning experiences but also to use participants real work experiences.



Again, it gradually became clear that these employees were having the same discussions that I'd heard in my school canteen all those years before.

So, after 7 enjoyable years as an English trainer, I wanted to make more of a difference. Coaching, mediation, intercultural & DiSC training followed and now I put all these skills to good use through Ameliore.

And all this time, I've been working hard to find my place and my new identity in France. Learning a new language, dealing with culture shock, wanting to belong, it's been a long road. But a rich one. This experience informs a lot of the intercultural work I do and I now work with managers and teams in France, the UK, Europe and India.

My 19-year-old self is still inside somewhere, wanting to create experiences that really help managers & teams stay motivated, fulfilled and happy.

Have a look at what I've been up to ..[Kay Watson | LinkedIn](#)

PROJECTS

INTERNATIONAL MINDSET TRAINING 2021 - PRESENT

Company – Université Paris Est Créteil

Participants - Groups of up to 10 employees for each series

Brief: Help staff leverage the benefits of and overcome the challenges of intercultural communication. Learn to build trust and develop strong relationships with international collaborators in a business context.

Outcome: Ameliore has worked with UPEC staff for the past 2 years, offering online and face to face workshops. These are fun and interactive moments where staff come together to share their experiences and learn from each other. They challenge their own ways of thinking by really engaging with intercultural themed activities.

TEAMBUILDING PROJECT 2022

Digital banking scale up - Paris

Participants: Team 1 – 22 people service support teams + Team 2 14 people Talent Acquisition team

Brief: 2 offsite DiSC workshops to help support service and talent acquisition teams adapt to different work styles in and between teams. Focus: giving constructive feedback.

Outcome: Fun and useful experience for teams to be more aware of the different styles of their colleagues. Concrete action plans developed to put new learning in place. Followed up one month later.

PEOPLE MANAGEMENT & TEAMWORK PROJECTS 2021

Company – Indo-French Chamber of Commerce & Industry

Participants: Up to 150 French and Indian professionals working in multinational companies

Brief: A series of online workshops every quarter focusing on how to create and maintain healthy teams. Workshops were open to members of the IFCCI. I led this collaborative project with the help of 3 professional coaching colleagues.

Outcome: We received lots of positive feedback from participants and this series enabled us to win a large contract with a top law firm in India. We delivered an online programme for 60 lawyers, helping them build trust with their team members and clients. The project was a success and we received a satisfaction rating of 86%. We also contributed an article in the IFCCI HR Conclave journal about sustaining healthy teams.

CLIENT FEEDBACK

Kay was very dynamic and motivating. I was always eager to attend the course, and at the end I had a lot of energy and desire to improve, learn more and apply it to my work. In addition, she is able to create great human connections, not only with the students, but also with each other, and invites everyone to participate in a pleasant environment where one does not feel judged.

Marta, 2023

I think Upec should work more with Ameliore to optimize the expected outcome with as many of its staff as possible, to be really in tune with internationalization.

Andry, 2023

I have participated in intercultural workshops facilitated by Kay and it was an enriching experience. We had the opportunity to discuss multiculturalism from several angles and above all we were able to exchange, without judgment. We were listened to carefully. I would do it again and highly recommend it!

Narimen, 2022

Thank you and your team for your time and the wonderful session. We enjoyed it and thought that there were some really good takeaways for the participants.

Sapna, IFCCI 2021



TO SIGN UP

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- » Telephone: (+33) (0)6 70 00 63 02

→ NEXT STEPS...

It is essential that we adapt to your needs. That's why I start every client relationship with a video call, to make sure Ameliore guarantees the value of your investment.

**I LOOK FORWARD
TO MEETING YOU !**