Soft skills

Manager Authenticity and Transparency

A half day on the stance of the manager who says what they know, admits what they do not know and acts in line with what they announce. Participants spot the gaps between what they say and what they do, learn to share sensitive information at the right level and to admit a mistake without losing their authority. The situations worked on come from their daily work: a reorganisation, falling results, a decision from above.

Duration : 0.5 day

Objectives

1. Explain what authenticity brings to a manager's authority, and its limits in a hierarchical role
2. Identify the gaps between what you say and what you do, as the team perceives them
3. Choose what can be shared, when and how, when faced with sensitive or incomplete information
4. Acknowledge a mistake or an uncertainty in front of your team while keeping your course

Programme

Half day

• Authenticity and transparency: what they are, and what they are not (telling everything, confiding, justifying yourself)

• Consistency between words and actions: self-observation on recent commitments

• Sensitive information: what I know, what I can say, what I will say and when

• Carrying a management decision you did not choose, without disowning it or dressing it up

• Role play: announcing to the team a change of hours whose terms are not all settled yet

Teaching methods

• Guided self-observation on recent situations of each participant

• Role plays on announcing incomplete information and acknowledging a mistake

• Peer discussions on the limits of transparency in a supervisory role

• A personal consistency commitment written at the end of the session

Assessment and documents

Knowledge test at the end of the session, post-training evaluation at D+1. Numbered training certificate verifiable online for each participant; training report given to the company.

Bilingual materials for every participant; each classroom course comes with its digital twin on OmniLearn.

Good to know

This half day naturally leads on to “Building Trust in Your Team”, which turns the stance worked on here into a collective action plan.

Practical information

Duration	0.5 day
Audience	Managers, department heads, senior executives
Prerequisites	Hold a supervisory role
Group size	Groups of 6 to 12 participants, in-company
Format	In-company, face to face on your site
Language	French, Darija or English; bilingual materials
Funding	OFPPT special training contracts (TFP), GIAC, Maroc PME: we prepare the applications with you, at no extra cost.
Programme customisation	Programme adapted to your procedures, your equipment and your audience

Frequently asked questions

Does transparency mean telling your team everything?

No. Some information is confidential or not yet decided. Being transparent means saying what you can say, explaining why you cannot say everything, and coming back to the team as soon as possible.

How is this different from “Building Trust in Your Team”?

The trust day deals with how the whole team works and leads to a collective action plan. This half day concentrates on the manager’s personal stance, one of the foundations of that trust.

Doesn’t admitting a mistake weaken the manager?

Often the opposite, when the mistake is acknowledged clearly and accompanied by a correction. The course trains you to do it briefly, turning towards the solution.