

### TESTIMONIAL

"Cegos gave us guidance and support for drawing up and rolling out our "Boost Your Project" approach, which is designed to help over 300 project managers in France and abroad build their capacity and share best practices in project management.

We're very happy with the programme: it is attractive, develops our people's professional skills and is tailored to the issues Natixis faces."

Christophe DUFRESNOY, Project Director

Natixis embarked on a vast change programme that, among other things, led it to create a project management training course called "Boost Your Project". To roll out its programme, Natixis was drawn to an innovative solution that would allow it to develop sharing and skills development among the 300 project managers involved in managing the project.

#### **An innovative, made-to-measure solution**

To ensure that the training course met the stated goals, the Cegos project manager provided guidance and support for project steering and definition very early in the process. More specifically, he worked with the Natixis project director to organise a communication plan and project scoping workshops, which defined common-core best practices and a reference document on key skills for the various target groups.

#### **An international programme unfolding over three years**

The 4REAL approach proposed by Cegos, which is grounded on long-term training delivered in a customisable digital environment and aimed at achieving on-the-job transfer, has met Natixis' skills-building and transformation goals. The programme is deployed at three levels:

- Highly effective and operational learning sprints over short periods;
- Learner self-assessment to enable training courses to be customised to suit, in digital and/or classroom formats;
- A managed community of practice for discussions on various issues, workshops, etc.



### OUTCOMES

- Around 200 project managers, 100 project leaders and 30 strategic project managers trained;
- A set of common-core best practices in IT project management, innovation and organisation;
- A successful blend of tailored training modules and existing digital learning resources within Cegos or Natixis.



### KEY SUCCESS FACTORS

- The programme's "performance learning" approach, grounded on the Cegos 4REAL® model;
- An ability to effectively lead workshops to define the skills knowledge base and the common-core best practices;
- Ongoing support and guidance from diagnosis to deployment.