



Training, Consultation and Coaching

**MANAGEMENT &
LEADERSHIP**

COMMUNICATION

**PROJECT
MANAGEMENT**

PEACEABILITY

**PREVENTION OF
HARASSMENT**

Areas of expertise & more
resources
to maintain
a positive momentum
within your association
and achieve systemic
change
for its development

Management & Leadership

Every sector presents unique challenges in terms of management and leadership. Managing diverse teams made up of employees, volunteers, and other stakeholders requires a keen understanding of human dynamics and the specific constraints of nonprofit organizations. These two training programs have been designed to meet the varied needs of nonprofit staff, offering both a solid foundation in management and in-depth leadership skills. The Fundamentals of Nonprofit Management program is aimed at new managers, project coordinators, and team leaders who wish to acquire or strengthen their management skills. It lays the necessary groundwork for understanding group dynamics and adopting management styles adapted to the realities of nonprofits. This module enables participants to develop effective team management and resource mobilization techniques with a view to maximizing the impact of association activities. The Leadership Development program, meanwhile, is aimed at experienced managers, association leaders, or team coordinators who already have some management experience. This module emphasizes participatory leadership, assertive communication, and project management, enabling participants to lead initiatives with confidence and efficiency. These two complementary programs guarantee a rise in competence.

«Le leadership est la capacité à faire d'une vision une réalité». - Warren Bennis -



The Fundamentals of Management

Management involves managing diverse teams and mobilizing resources in an environment that is often constrained by financial means. This module aims to provide the essential basics of management in this context, with an emphasis on understanding group dynamics and adapting management styles to different profiles (employees, volunteers, interns).



Competencies & Pedagogy

Develop team management, interpersonal communication, and adapt management styles. Interactive methods, role-playing, and collaborative workshops..



Duration

• 2 days(14h)

Leadership Development

Leadership is about inspiring, mobilizing, and uniting teams around a mission. This training focuses on developing the leadership skills needed to effectively manage community projects.



Competencies & Pedagogy

Develop participatory leadership skills, master assertive communication, manage community projects effectively, and motivate teams around common goals. Participatory leadership exercises, group project management simulations, and supervised feedback.



Duration

• 2 days(14h)

Communication



The effectiveness of communication is measured by the impact it has on its recipient. Have you ever noticed that, despite your good intentions, your ideas or suggestions are misinterpreted, leading to unexpected reactions? Sometimes, impulsive words or criticism can create misunderstandings, whether at home or with others. Do you encounter communication that hurts or offends you, that you perceive as aggressive? Communication can then resemble a minefield, where individuals fight to protect themselves. However, it can also become a space for growth, trust, and enriching exchange. By adopting kind and nonviolent communication, we choose to cultivate constructive interactions, thereby fostering a climate of collaboration. This training course provides the tools necessary to transform every exchange into an opportunity for shared understanding and kindness.

Competencies & Pedagogy

Mastering compassionate communication techniques.
Strengthening active listening and empathy. Active approach: role-playing and interactive exercises. Case studies: dealing with complex conflicts (complications involving third parties).

Duration

•2 days(14h)

Communicating with Impact



In any sector, the ability to communicate effectively is essential for mobilizing teams, convincing partners, and defending projects. This training aims to strengthen the public speaking skills of association leaders and facilitators by providing them with all the tools they need to express themselves with confidence, clarity, and conviction. Through proven techniques for stress management, speech structuring, and audience interaction, participants will learn to master the art of impactful and effective communication.



Competencies & Pedagogy

Develop impactful communication to assert yourself with confidence and convince your audience Video analysis, practical exercises, interactive role-playing, and personalized feedback



Duration

• 2 days (14h)

Project Management

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Successful projects, depend on the ability to effectively structure, plan, and mobilize available resources, which are often limited. Proven project management methods used in industry and the private sector are perfectly adaptable to the realities of the nonprofit world and can improve the way nonprofits organize and carry out their initiatives.

This intensive two-day program provides association leaders with the skills and tools essential for structuring and managing their projects effectively. By combining best practices in traditional project management (e.g., PMI) with the flexible principles of the Agile method, this training enables participants to acquire techniques for planning, risk and resource management, and project monitoring. Beyond the technical aspects, we place particular emphasis on stakeholder and volunteer engagement, managing diverse teams, and mobilizing external partners. Through real-world case studies, hands-on exercises, and interactive simulations, participants learn how to overcome the challenges of complex projects and achieve their goals while optimizing social impact.

Transform the way your teams manage projects and take your organization to the next level!
Transform the way your teams manage their projects and take your association to the next level!



Project Management

Leading Change in a VUCA World

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Leaders are building Teams and in VUCA (volatile, uncertain, complex, ambiguous) and increasingly BANI (brittle, anxious, non-linear, incomprehensible) environments. In these conditions, innovation depends less on ideas—and more on how they anticipate and drive for change. What differentiates high-performing leaders is not creativity alone, but their capacity to sense weak signals, translate ambiguity into direction, and create psychological safety so teams can experiment, learn, and adapt. Innovation becomes a leadership capability—rooted in decision-making, trust, and momentum—rather than a standalone function or moment of inspiration.

Leading Change amidst Uncertainty: Women in Leadership

Equipping women leaders to navigate uncertainty, exercise influence, and lead change with confidence in volatile and anxious environments by sustaining psychological safety, turning ambiguity into influence, creating momentum, and measurable change.



Leading Change in a VUCA World



Approaches

- Live scenario simulations (market shock, talent loss, regulatory pivot)
- Decision-making under pressure exercises with incomplete information
- Non-linear case studies (no right answer, shifting variables mid-exercise)
- Red teaming / pre-mortems to surface blind spots

Duration

- 2 days(14h)

PeaceAbility Course

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In an increasingly complex and connected professional environment, relational tensions can quickly impact the performance of teams and organizations.

The PeaceAbility program offers a unique response to pacify professional relationships and create a resilient associative culture based on collaboration, trust, and inclusion.

This four-step course offers a progressive approach based on a variety of skills.



Level 1 : Awareness

Understanding the origins of conflicts and recognizing them taking responsibility



Approaches

- Theoretical input
- Self-assessment
- Role-playing
- Simulations



Duration

• 2 days (14h)

Level 2: Advanced study

Engaging in Conflict Prevention and Resolution



Approaches

- Mediation simulations
- Advanced communication workshopS
- Supervised feedback



Duration

• 2 days (14h)

Level 3: Advanced training

Managing complex situations and healing wounds Social and Professional



Approaches

- Advanced conflict resolution simulations
- Socratic dialogue
- Case studies in complex negotiation



Duration

• 2 days (14h)

level 4: Transference

Engaging others in the process



Approaches

- Peer coaching
- Co-facilitation
- Role-playing
- Final Assessment



Duration

• 2 days (14h)

Programme PeaceAbility

More than just a method for managing human tensions, PeaceAbility aims to bring about lasting change in individual and collective behavior at work. This program helps to foster a new corporate culture based on resilience and alignment of values. A healthy work environment elevates the corporate project, reduces psychosocial risks, and promotes performance.



EUROBOGEN Consulting & Training

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