

# TRAINING SERIES

To support your transformations and unlock the potential of your teams, NextGen Academy offers you certified training programs, masterclasses led by international experts, and tailor-made solutions to bring your ambitions to life. Our programs combine inspiration, experimentation, and impact measurement to sustainably move from intention to action.



**Changing** the world of work  
To **improve** our society

**NEXTGEN**

# PREAMBLE

Since its creation, NextGen has made it its mission to support organizations in their transformations, helping them reinvent their **governance** and **management practices**. Convinced that sustainable performance arises from a subtle combination of **innovation, cooperation, and impact**, we work alongside companies, institutions, and entrepreneurs who wish to build a more responsible and more agile future.



NextGen Academy is much more than a training organization, it is a **catalyst for transformation**. Our ambition is to offer you tailor-made learning paths, blending masterclasses, practical workshops, and inspiration sessions, to help you move from intention to action.

Led by more than 280 experts, pioneers, and practitioners committed to change, our programs address today's major challenges: **responsible leadership, shared governance, organizational agility, collective intelligence, artificial intelligence, the metaverse, and the future of work**.

We provide a learning environment based on experimentation and collective intelligence, to **strengthen your teams' engagement and accelerate your impact**.

This catalog presents our training series and masterclasses, designed to **unleash your teams' potential, enhance your impact, and support your transformations**.

Join us and make change a driver of shared success.

Enjoy your exploration,

The NextGen Team

# OUR TRAINING APPROACH

At NextGen, we believe that training should not be limited to knowledge transfer. It must be a transformative experience that unleashes energy, stimulates collective intelligence, and gives teams the means to act differently.

**Our programs make it possible to experiment with innovative approaches and to co-construct solutions to today's challenges.**



Each program is designed to offer a balanced combination of inspiration and experiential learning. Participants benefit from the contributions of our international experts and pioneers of change, while having the opportunity to take ownership of the concepts through practical workshops and concrete exercises, directly applicable to their professional environment.

We place particular emphasis on **customizing** our programs. Using collective diagnostics and proven tools such as online surveys or collaborative workshops, we adapt our training to the specific needs of each organization. Our programs can be delivered in person or remotely, in French or in English, depending on your constraints and expectations.

**Collective intelligence** is at the heart of our approach. Our training courses are designed as spaces for exchange, encouraging participants to share experiences with peers facing similar challenges. They also provide the opportunity to join a vast international network of alumni, practitioners, and leaders committed to transforming organizations.

Finally, our programs integrate tools to **measure progress and the impact of the actions taken**. We support our clients in evaluating the results achieved to ensure that the transformations initiated are sustainable and fully serve the organization's strategic ambitions.

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# NextGen Academy

The ideal place to learn and experiment with new forms of governance and innovative management.

With our masterclass programs, led by pioneers and international leaders, learn from those who have already taken action while connecting to our alumni network.

In addition to the premium content of the NextGen Club, our Academy is a real opportunity to network thanks to our extensive network of speakers from around the world, and to study the feedback and experiences of the most progressive global companies.

# Unleash the full potential of your organization!

Deciding to transform and taking action requires time and energy. With NextGen Academy, give your team the tools to make change a true success.

Our programs combine inspiration, training, and action, offering sessions led by international experts and business leaders. Each program consists of 4 to 10 complementary modules, designed to provide a successful balance between inspirational moments and practical workshops. Participants share these experiences with other companies facing similar challenges, thereby promoting exchange and collective intelligence.

The programs are held regularly throughout the year, online or in person, in French or English, over periods ranging from one to three months depending on the chosen program.

- **Developing a high performing team**
- **Becoming a leader in a changing world**
- **Diving into self-organization and shared governance**
- **Developing a self reliant and responsible team**
- **The art of governance**
- **Key steps in creating a company with shared governance**
- **Mastering Artificial Intelligence in Business: Tools and Strategies**



# Developing a high performing team



## Objectives

- Create performance through sound managerial and team practices
- Contribute to a sustainable and systemic team functioning
- Reconcile hybrid working, remote working, and individual/collective expectations
- Practice development tools in a continuous improvement approach

This training is accessible without prerequisites and is intended for managers as well as team members, whether they work in a hierarchical or cross-functional setting. It aims to provide them with clear benchmarks and practical tools to effectively contribute to collective dynamics. Skills are assessed under time constraints through quizzes and exercise submissions, focusing on understanding the diagnostic, the studied concepts, and the conducted workshops.



## Method

The training combines diagnostic assessments, theoretical contributions, exercises, and collective workshops, delivered in person or remotely depending on needs. It is aimed at groups of 4 to 20 people within a company, in a room accessible and suitable for subgroup work.



## Duration

The program comprises 12 hours: a managerial debrief by video (1h30) and in-person collective workshops (10h30). It is spread over three weeks: briefing at D-7, questionnaires on day D, debriefing of results at D+10, collective follow-up at D+17, and sending of the NPS questionnaire at D+18.



## Description

This training aims to strengthen collective dynamics by relying on a quick and anonymous scientific diagnostic to analyze team practices and expectations. The program, tailored based on the results and identified challenges, combines collective intelligence workshops, acquisition of new practices, and a concrete action plan.

Our trainers, experts in management and managerial innovation, support teams in implementing adapted solutions based on existing systems and best practices. Impact and satisfaction are measured throughout the program.

Contact us to build together a program tailored to your organization.

# Becoming a leader in a changing world



## Objectives

- Draft a statement of purpose and identify the principles of shared governance
- Develop a change management plan and align leadership challenges
- Differentiate the attributes of a Leader 3.0 and approaches to decision-making
- Describe OKRs and their application

This training is accessible without prerequisites and is intended for managers as well as team members, whether they work in a hierarchical or cross-functional setting. It is designed for groups of 7 to 20 participants and is delivered 100% online. Skills are assessed through a questionnaire and exercises completed throughout the modules.



## Method

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The program alternates between expert presentations, concrete examples, collaborative workshops, and serious games. It encourages peer exchange and experimentation with concepts. Each module combines inspiration and practical application in the participants' own context.



## Description

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This unique program allows leaders to draw inspiration from the concrete experiences of international executives and experts to strengthen their impact in a transforming world. They discover innovative approaches to governance, change management, agility, and OKR-based management, through modules blending inspiration and hands-on practice. The program promotes the sharing of experiences and collective intelligence, while giving access to the NextGen alumni network to continue exchanges and enrich practices.



## Duration

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The program runs for 10 hours, divided into six masterclasses over six weeks. Sessions combine inspiration and practical application, in a fully flexible online format.

Contact us to join this program and transform your leadership.

# Diving into self-organization and shared governance



## Objectives

- Define shared governance and understand its fundamental principles
- Distinguish between different forms of governance and their respective purposes
- Choose the governance model best suited to your organization and its specific challenges
- Experiment with tools that encourage autonomy and collaboration

This training is accessible without prerequisites and is intended for managers as well as team members, whether they operate in hierarchical or cross-functional relationships. It brings together 7 to 15 participants and is delivered 100% online. Skills are assessed through an exercise report completed throughout the modules. The program strikes a balance between methodological contributions and practical scenarios, and allows participants to join an alumni network to continue exchanges.



## Method

The program combines theoretical inputs, concrete examples, practical workshops, and serious games. It alternates between inspirational sessions, hands-on practice, and peer exchanges to facilitate the appropriation of concepts and tools.



## Description

This program is designed for leaders wishing to develop self-organization and shared governance to achieve sustainable performance. Through eight masterclasses led by international experts, participants discover and experiment with the main models and tools (Sociocracy, Holacracy®, Beta Codex, O2, etc.) suited to organizations operating in a complex environment. The program blends methodological contributions with reflection on concrete implementation, while giving access to the NextGen alumni network to continue exchanges and enrich practices.

Contact us to join this program and support your organization's transformation.



## Duration

The program runs for 15 hours, divided into eight masterclasses over eight weeks. The sessions are organized online and combine inspiration with experimentation.

# Developing a self-reliant and responsible team



## Objectives

- Clarify what an objective and a role are, and define one's own roles
- Create a preliminary OKR for the team and understand the fundamentals of OKRs
- Practice and integrate the basics of positive and improvement-oriented feedback
- Master the principles of triage meetings and governance meetings

This training is accessible without prerequisites and is intended for managers as well as team members, whether they operate in hierarchical or cross-functional relationships. It brings together 6 to 16 participants and is delivered 100% online. Skills are assessed through quizzes and practical exercises completed throughout the modules. The interactive format encourages peer exchanges and the appropriation of tools in a safe environment.



## Method

The program combines theoretical contributions, presentations, practical exercises, serious games, and peer exchanges. It alternates between inspiration, hands-on practice, and feedback to facilitate the appropriation of tools and methods.



## Description

This program is aimed at leaders wishing to strengthen the autonomy and responsibility of their teams in pursuit of sustainable performance. Through six masterclasses led by three experts, participants clarify objectives and roles, experiment with OKRs, develop their skills in feedback and collective organization, and discover new meeting formats to improve efficiency and cooperation. The program combines methodological contributions with practical scenarios and provides access to the NextGen alumni network to continue exchanges and enrich practices.

Contact us to join this program and develop more autonomous and responsible teams.



## Duration

The training lasts 13 hours, divided into six masterclasses over five weeks, delivered online and combining theoretical inputs, practical workshops, and interactive exchanges.

# The art of gouvernance



## Objectives

- Have a positive impact on oneself, others, and the environment
- Transform one's leadership into an opportunity for growth in the face of uncertainty and pressure
- Practice learnings to give shape and grounding to acquired knowledge
- Experiment with "learning by doing"

This training is accessible without prerequisites and is intended for managers and team members, whether they operate in hierarchical or cross-functional relationships. It brings together 6 to 12 participants and is delivered 100% online. Skills are assessed under time constraints through quizzes. The program encourages peer exchanges and offers a safe environment to experiment with new postures and strengthen skills.



## Method

The program alternates theoretical contributions, short videos, experiential activities in small groups, peer exchanges, and exercises. The modules combine inspiration, practical application, and feedback to help anchor the learning.



## Description

This program is aimed at leaders wishing to evolve their leadership toward more adaptive, responsible practices that are connected to their environment. Through six masterclasses led by Sabrina Bouraoui and guest speakers, participants develop their presence, listening skills, responsible communication, and their ability to question, manage polarities, and activate collective intelligence. The program blends methodological contributions with experiential exercises to support concrete implementation. It also provides access to the NextGen alumni network to continue exchanges and enrich practices.

Contact us to join this program and transform your leadership.



## Duration

The training lasts 12.5 hours, divided into six masterclasses over six weeks, delivered online in a format combining inspiration and practical workshops.

# Key steps in creating a company with shared governance



## Objectives

- Distinguish the legal, administrative, accounting, and financial aspects of starting a business
- Define and practice the key principles of shared governance
- Apply agile practices and rituals suitable for a new organization

This training is accessible without prerequisites other than having created your company less than 18 months before the start of the program. It is intended for managers and team members in hierarchical or cross-functional contexts. The group includes 6 to 15 participants, delivered in person or online, with assessment through quizzes, practical exercises, and serious games. The registration deadline is set at two days before the start of the program, subject to availability.



## Method

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The program combines theoretical contributions, presentations, practical examples, exercises, serious games, and peer exchanges. It alternates inspiration, hands-on practice, and feedback to encourage appropriation of tools and methods.



## Duration

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The training lasts 16 hours, divided into eight masterclasses over eight weeks, in a format delivered in person or online, combining theoretical inputs, practical workshops, and interactive exchanges.



## Description

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This program is aimed at entrepreneurs and leaders wishing to structure their young company by integrating from the outset shared governance practices and appropriate management tools. Through eight masterclasses led by four experts, participants address the legal, accounting, financial, and organizational dimensions, experiment with agile rituals, prioritization methods such as OKRs, and processes like feedback and decision-making. The program supports the concrete implementation of learning in service of an organization aligned with its values and purpose.

Contact us to join this program and build a sustainable and responsible business.

# Mastering Artificial Intelligence in Business: Tools and Strategies



## Objectives

- Understand the different types of AI, including generative and predictive AI, and their possible applications
- Discover and learn how to use key AI tools to improve daily efficiency
- Explore concrete use cases of AI in a professional context

This training is accessible to any professional wishing to understand and apply AI in their work environment, regardless of their industry sector. It is delivered in person, online, or in a hybrid format, in small groups to encourage interaction and practical application. Skills are assessed through quizzes taken at the end of the session to validate learning.



## Method

The program alternates theoretical inputs, real-world case studies, group work, and practical exercises. The materials used are interactive and multimedia-based to promote the appropriation of concepts and tools.



## Description

This program is aimed at professionals wishing to demystify AI and identify the concrete levers it offers to improve their practices. Through three modules, participants discover the differences between generative and predictive AI, experiment with tools such as ChatGPT, DALL-E, Otter.ai, or Tableau, and learn how to integrate these solutions into their workflows. The training combines demonstrations, collaborative workshops, and interactive discussions to embed learning. It also helps define pilot projects and measure the impact of AI initiatives within the company.

Contact us to join this program and transform your approach to AI in the workplace.



## Duration

The training lasts 3.5 hours, delivered in a half-day session, in a flexible format (in person, online, or hybrid) combining theoretical contributions, practical workshops, and interactive exchanges.

# Metavers and futur of work

Masterclass

Discover and understand the metaverse to better grasp its concrete opportunities within organizations. This masterclass alternates between inspiration, demonstrations, and immersion, allowing participants to explore the uses, challenges, and technologies of the metaverse and reflect on how to integrate it into their professional environment.

This masterclass aims to define a shared governance model suited to the metaverse, distinguish between different types of governance, and choose the one best suited to their organization. It is intended for managers and team members, with no prerequisites, and is delivered in person over a half-day session (3 hours), including a practical immersive workshop. The session accommodates up to 5 participants per company (€2,000 excluding VAT per company) and includes broadcast AR/VR demonstrations. Assessment is done via a quiz, and registration is possible up to one day before the session, subject to availability.

The session begins with an icebreaker and a roundtable to share expectations. This is followed by time dedicated to defining and clarifying the concept of the metaverse, exploring its challenges (collaboration, identity, accessibility, etc.), and analyzing key technological concepts. A retrospective of past, present, and future uses precedes immersive demonstrations (AR/VR/XR). The session concludes with an interactive workshop on metaverse opportunities in business, followed by a summary and a Q&A session.



# NextGen For you

The entire NextGen experience tailored to your needs, from dedicated masterclasses to inspiring sessions with your executive committees, through to managerial maturity audits, learning expeditions (LEX), and online communities dedicated to your managers. The NextGen team has selected the best experts to build personalized programs with you and help you meet your transformation challenges.

Step away from day-to-day routines, on-site or virtually, to gain perspective and discover for yourself how the most adaptive organizations operate.

# Design your own path and make a difference!

## Our tailor-made solutions

- Online or in-person masterclasses
- Internal seminars / Executive Committee sessions (COMEX-CODIR)
- Managerial maturity audits
- Transformation support
- Learning expeditions
- Inspirational conferences

Each solution is adapted to your context and supports concrete and sustainable transformations.

Convincing managers and teams to change without concrete feedback or experience is a real challenge, especially in a constantly evolving environment. With NextGen For You, you can personalize your program, mobilize your teams around clear and shared objectives, and set an inspiring direction for your transformation. Our tailor-made solutions help you create lasting impact, strengthen internal cohesion, and stand out from your competitors by aligning your actions with your values and strategic ambitions.



## Our commitments

NextGen, a mission-driven company

We place positive impact at the heart of our activities, integrating social and environmental objectives into our strategy.

NextGen, Qualiopi certified

The Qualiopi certification attests to the quality and rigor of our training actions, serving our clients and partners.



**Contact us to co-design your program  
and kick-start your transformation.**



## Our achievements

Humange

Showcasing international initiatives on managerial innovation through business cases, interviews, monthly articles, and social media sharing.

AD'OCC

A masterclass program “Becoming a Leader in a Changing World” (4 workshops of 2 hours + 1 inspiring 1-hour module, 10 participants over one month).

Guinault

Business transformation through a three-step process combining inspiration sessions, a managerial maturity audit (OpenDecide), and a feedback seminar to launch the transformation project. Individual coaching sessions complemented the support for both teams (40 people).

# CONTACT US

LET'S DISCUSS TOGETHER THE SOLUTIONS THAT WILL SUPPORT YOUR TRANSFORMATION



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