TRAINING AND SERVICES CATALOGUE

PROGRAMME BE ONE.
MIND THE DIFFERENCE

MANAGING NEURODIVERSITY TO ENHANCE OVERALL PERFORMANCE

https://b1-akt.com/FR/neurodiversite-management-performance/

CONTENTS

CONTACT....3
METHODOLOGY....4
B1-AKT LAUNCHES B1-MIND....5
INTRODUCTION....6
OVERALL IMPACT AND COSTS TO BUSINESSES....7
B1-MIND: SEVEN LEVERS FOR ORGANISATIONAL TRANSFORMATION....8
ENHANCING PERFORMANCE....9
OUR TEAM....10
ONE SHARED VISION....11
NEURODIVERSITY AND MANAGEMENT TRAINING....12
BE ONE MIND LAB....13
BE ONE MIND DAY....15
BE ONE MIND MANAGER....17
BE ONE MIND PROJECT....19
BE ONE MIND PROJECT – ADVANCED....22
BE ONE MIND INNOVATION LAB....25
TEACHING METHODS AND LEARNING RESOURCES....27
ASSESSMENT PROCESS....28
EMPLOYMENT AND DISABILITY CHARTER – B1-AKT'S COMMITMENT....31

CONTACT

B1-AKT Communication & Sustainable Strategies
A simplified joint-stock company (SAS) with share capital of €1,000, registered with the Paris Trade and Companies Register.
SIRET No. 801739970.00011; NAF code 7022Z
French intra-Community VAT No.: FR 65 801739970
Training provider registered with the Île-de-France Regional Prefecture (DRIEETS), registration No. 11 7552093 75; Qualiopi quality certification for training activities.

Email: contact@b1-akt.comcontact@b1-akt.com

SAS B1-AKT
23-25 rue Jean-Jacques Rousseau,
75001 Paris
www.b1-akt.com

Yannick Le Guern – President

Laura Petrache – Head of Training

La certification qualité a été délivrée au titre de la catégorie d'action suivante : actions de formation

METHODOLOGY

B1-AKT is a training provider registered with the Île-de-France Regional Prefecture (DRIEETS) under registration No. 11 75 52093 75 and holds Qualiopi quality certification for its training activities. Our trainers are experienced practitioners.

Knowledge acquisition methodology

Our trainers are experienced practitioners, academics and/or researchers, accredited by B1-AKT and recognised as experts in their fields. B1-AKT's distinctive educational approach combines guided inquiry, creativity and empirical learning to develop:

- Reflection and alignment with the broader strategic context
- Benchmarking
- Work on real-world cases
- Application to participants' own situations
- Creative workshops
- Practical ownership of relevant tools and techniques

Overview

Our courses are intended for individuals and employees of companies and institutions. Groups are organised to ensure comparable levels of experience.

By the end of the training, participants will be able to:

- Take a broader perspective on their role
- Place their role within an overarching, cross-functional strategic framework
- Master the key concepts
- Apply the knowledge and skills acquired
- Adapt their communication to different audiences

Our fees

See our website: https://b1-akt.com/FR/institut-de-formation/https://b1-akt.com/FR/institut-de-formation/
Training fees are payable by the employer.
Our training courses are available as open-enrolment and in-house programmes, in French or English. In-house courses are tailored to the organisation's specific needs.contact@b1-akt.com

Training venues and accessibility: The training venue is specified in the joining instructions or on the B1-AKT website. All our training venues are selected to accommodate participants with disabilities.

B1-AKT LAUNCHES B1-MIND

A TRAINING AND ADVISORY PROGRAMME FOR SENSITIVE ORGANISATIONS©

B1-AKT is proud to announce the launch of B1-MIND – BE ONE. MIND THE DIFFERENCE, its training and advisory programme placing mental health, neurodiversity and cognitive diversity at the heart of leadership, management and collective performance.

We train and support organisations in their transformation into SENSITIVE ORGANISATIONS©: sustainable, high-performing organisations that respect individuals, embrace neurodiversity and wellbeing at work, provide meaning and respond to emerging challenges.

We equip managers and teams with human-centred, innovative management methods and practical communication tools to develop individual and collective emotional intelligence, strengthen cooperation and contribute to organisational performance.

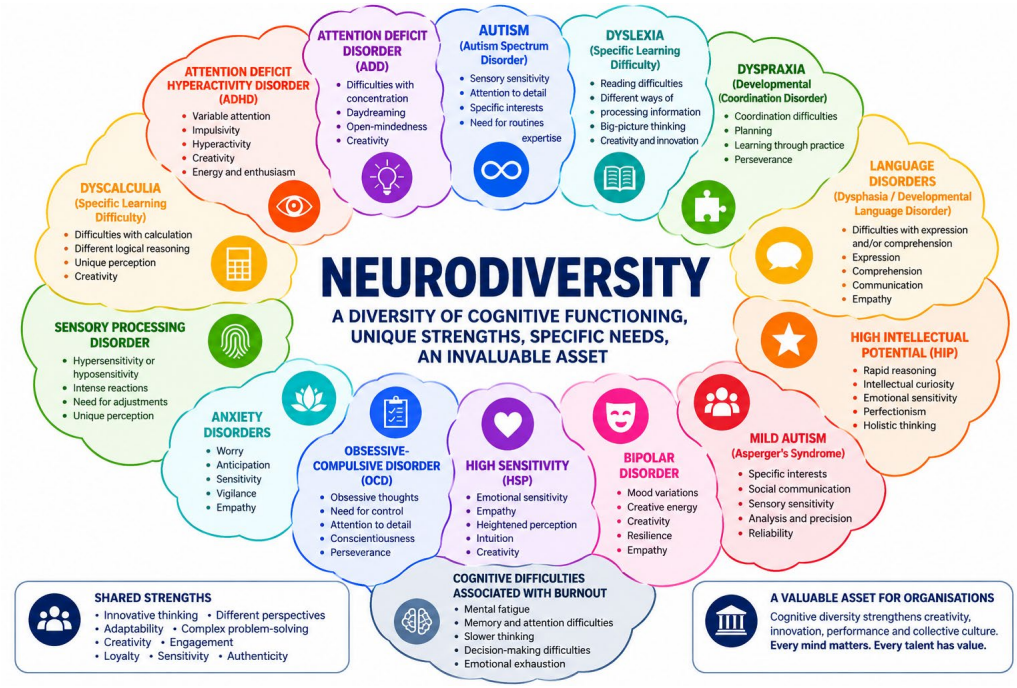


INTRODUCTION

NEURODIVERSITY, LEADERSHIP AND SUSTAINABLE PERFORMANCE

Neurodiversity refers to the natural diversity of cognitive functioning: the different ways in which people think, learn, perceive, communicate, interact and solve problems.

For organisations, the challenge is not simply to recognise these differences, but to create the conditions to understand, value and harness them in support of wellbeing, inclusion and collective performance.



This is where organisational and managerial leadership becomes decisive: creating an environment in which individual differences are no longer seen as shortcomings to compensate for, but as complementary strengths. Sustainable performance also depends on an organisation's ability to turn cognitive diversity into collective intelligence.

THE CHALLENGE

PEOPLE-RELATED CHALLENGES AND SUSTAINABLE PERFORMANCE

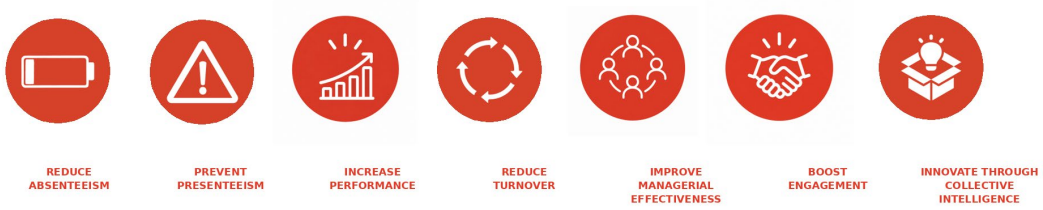
Neurodiversity is a human, managerial and economic priority for organisations. Failing to take different cognitive profiles into account can affect engagement, talent retention, wellbeing and collective performance.

Beyond visible costs, businesses also face less apparent costs: underutilised talent, loss of expertise, management overload, collaboration difficulties and untapped innovation potential.



Embedding neurodiversity helps organisations develop more inclusive, agile and effective management practices.

- **Identify: understand different cognitive profiles and their impact in workplace situations.**
- **Adapt: evolve approaches to communication, work organisation and management.**
- **Value: identify the talents, strengths and distinctive capabilities associated with cognitive diversity.**
- **Include: build a working environment in which everyone can contribute fully to the collective.**



7 LEVERS FOR A SUSTAINABLE TRANSFORMATION

B1-MIND. A COMPREHENSIVE PROGRAMME

The B1-MIND pathway supports organisations through a progressive transition towards more neuro-inclusive management. It is structured around seven complementary levers: raise awareness, assess, train, embed, transform, coach and innovate.

From initial awareness to changes in practice and governance, B1-MIND engages executives, HR professionals, managers and teams to value cognitive differences, strengthen collective intelligence and sustain organisational performance.

This systemic approach works at every level of the organisation, embeds new management practices and makes neuro-inclusion a genuine driver of transformation, engagement and value creation.

STAGE	PURPOSE	PRIMARY AUDIENCE	INTERVENTION
1 RAISE AWARENESS	Understand the risks and challenges of neuro-inclusion	**Employees / HR teams**	2h30 in-person or online session: clarify terminology, distinguish neurodiversity, neurodivergence and mental health, challenge misconceptions.
2 ASSESS	Identify organisational needs	**Executive team / HR directors**	Scoping interview and three executive workshops: needs, risks, target groups, challenges and operational priorities.
3 TRAIN	Build neuro-inclusive communication and management skills	**HR, managers, disability leads**	Six optional two-day modules: communication, feedback, organisation, cognitive load, inclusion and mental health.
4 EMBED	Build a shared culture and establish good practice	**Managers, HR, disability leads, project leaders**	One-year managerial pathway: 3–4 two-day courses, groups of 4–12 people, plus group coaching.
5 TRANSFORM	Evolve governance and processes to improve overall performance	**Executive team / HR directors**	Four labs over 18 months: advisory support, transformation steering, decision-making and governance tools.
6 COACH	Support decision-making and adaptive capabilities	**Managers, executives, HR, project leaders**	Seven individual sessions over 9–12 months: sensitive situations, leadership stance, decisions and reasonable adjustments.
7 INNOVATE	Harness enhanced collective intelligence to stand out	**Executive committee, innovation and project teams**	Specialised 3-hour labs, groups of around 15: creativity, disruption, problem-solving and complementary cognitive strengths.

ENHANCING PERFORMANCE

MEASURABLE HUMAN AND ORGANISATIONAL IMPACT

The B1-MIND programme addresses six key drivers of human and organisational performance: absenteeism, presenteeism, overall performance and ROI, staff turnover and retention, management and engagement.

Through neuro-inclusive practices and practical tools, it helps reduce prolonged absence, disruption, errors, avoidable departures and associated costs, while improving concentration and the quality of work.

For businesses, the benefits are tangible: more confident managers, faster and fairer decisions, improved recruitment and onboarding, retained expertise and more stable teams.

B1-MIND also strengthens innovation, problem-solving, collaboration and collective performance, while fostering engagement, loyalty, employer reputation and measurable return on investment.

These outcomes are tracked through HR, managerial and organisational indicators to demonstrate progress, measure value creation and embed neuro-inclusion within a sustainable performance strategy.

DRIVERS	POSITIVE IMPACT	DELIVERABLES	BUSINESS VALUE
1 ABSENTEEISM	13% reduction observed with structured action plans. 35–45% of work absence is linked to psychological conditions.	Identify risk situations, set escalation rules, coordinate managers and HR, adjust work.	**Fewer extended absences, less disruption, lower direct and indirect costs.**
2 PRESENTEEISM	77% reduction in presenteeism. 2.4× greater concentration capacity among employees in good mental health.	Small adjustments: clear instructions and priorities, shorter meetings, better management of cognitive load.	**Improved focus, fewer errors, higher-quality work and delivery.**
3 PERFORMANCE & ROI	Average return: €5 for every €1 invested. 30% higher productivity in teams integrating neurodivergent professionals.	Recognise individual strengths and complementary profiles; reduce direct and indirect costs.	**Innovation, problem-solving, cooperation and enhanced collective performance.**
4 TURNOVER & RETENTION	10–15% of avoidable departures and turnover costs; 20% fewer departures after onboarding; 15% less time spent on autonomy.	Identify disengagement; inclusive onboarding; knowledge transfer and secure practices.	**Fewer avoidable exits, lower recruitment and onboarding costs, preserved expertise.**
5 MANAGEMENT	76% of employers find psychological disability difficult to integrate. One in two managers feels insufficiently equipped.	Interview guides, decision trees, non-stigmatising leadership, escalation frameworks, managerial routines.	**Confident managers, fewer conflicts, faster and fairer decisions.**
6 ENGAGEMENT	20% increase in engagement observed with a comprehensive prevention plan.	30/60/90-day action plan, indicators, governance, sponsors and follow-up routines.	**Engagement, retention, employer reputation, trust and measurable ROI.**

THE TEAM

DIVERSITY IN THE SERVICE OF COLLECTIVE INTELLIGENCE



LAURA PETRACHE
Founder of the AKT AS-1 International Training Institute
Entrepreneur – PhD in Literature and Languages – MBA in Digital Transformation and Business Development – Expert in organisational culture, leadership, strategic communication and cognitive diversity. Over 20 years of experience supporting human and organisational transformation, with an international and intercultural approach.
Affiliations and commitments: CSR Beyond Board – TechWomen4Boards – Diversity, Equity and Inclusion (DE&I) – Committed to the Sustainable Development Goals (SDGs). Expert and evaluator for European programmes.

Areas of interest: Neurodiversity • Cognitive diversity • Sustainable leadership • Interculturality • Inclusion • Gender equality • Strategic communication • Human transformation • Global citizenship • Sustainable communities • Education • Neurobehavioural approaches



YANNICK LE GUERN

Founder and President of B1-AKT – Entrepreneur – PhD in Strategic Management and Organisational Sociology – Professor at CentraleSupélec – Expert in strategy, complex transformation, leadership and organisational performance. Over 20 years of experience supporting strategic, organisational and managerial transformations.
Affiliations and commitments: Strategic advisory – Sustainable transformation – Responsible leadership – Organisational innovation. Centre des Jeunes Dirigeants (CJD) • Expert and evaluator for European programmes

Areas of interest: Sustainable leadership • Collective intelligence • Complex transformation • Strategy • Governance • Innovation • Transition design • Civic engagement • Public policy • Organisational performance

B1-AKT draws on an international network of 50 experts with complementary expertise in strategy, leadership, management, cognitive diversity, neurodiversity, mental health at work, collective intelligence, innovation and organisational transformation.

This international, intercultural and cross-disciplinary approach enables us to mobilise expertise suited to each organisation's specific challenges and provide training and advisory support combining strategic vision, practical methods and collective intelligence.

Through B1-MIND – BE ONE. MIND THE DIFFERENCE, B1-AKT puts this collective intelligence to work in transforming organisations into SENSITIVE ORGANISATIONS©, combining respect for individuals, inclusion, wellbeing at work and sustainable collective performance.

THE VISION

Turning complexity into sustainable performance. B1-AKT is an international advisory, training and innovation organization helping leaders and organizations **navigate complexity, transform operating models and create sustainable human and organizational performance**.

For more than 20 years, B1-AKT has worked at the intersection of **strategy, leadership, organizational transformation, sustainability and societal impact**. Our transnational network brings together 50+ experts across four continents, combining strategic thinking with the ability to translate complex challenges into **actionable, scalable and human-centered solutions**.

We partner with companies, institutions and leaders to strengthen the capabilities that determine long-term performance: **leadership, people, culture, management systems, organizational practices and collective intelligence**. Our approach combines humanistic leadership, purpose strategy and societal impact to help organizations move from ambition to measurable transformation. **We are bridge-makers and solutions architects.** We connect disciplines, cultures, stakeholders and perspectives to transform complexity into coordinated action and sustainable value.

Our work is international by nature and human-centered by conviction: **Purpose drives our strategy. Humanity drives our leadership. Impact drives our work.**

We do not simply advise organizations on change. We build the leadership, management and organizational capabilities required to make change sustainable. Through B1. Mind the Difference, this expertise is applied to one of the defining management challenges of the future: enabling different minds to contribute at their best and transforming cognitive diversity into collective intelligence, resilience and performance.

"We are inspiring leaders working to create transformational change.

Our work is diverse. Our approach transnational. Our goals are unique.

But we stand united in our purpose: build a brighter and sustainable future".

https://b1-akt.com/FR/wp-content/uploads/2019/08/B1-AKT-Leading-sustainable-strategies-and-paragon-communication.pdf

BE ONE. MIND THE DIFFERENCE

NEURODIVERSITY AND MANAGEMENT TRAINING



Embracing human sensitivity

BE ONE MIND LAB

3 HOURS / WORKSHOP – IN-PERSON OR ONLINE
FEE PER PARTICIPANT: PLEASE CONTACT US

Neurodiversity at work: understand, adapt and act without stigmatising

TARGET AUDIENCE

Managers, team leaders, project managers, HR professionals and disability / quality-of-working-life representatives.

PREREQUISITES

None.

LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Identify cognitive needs that may influence a workplace situation.
- Ask questions without diagnosing or stigmatising.
- Adapt communication, feedback and work organisation to observed needs.
- Respond appropriately to sensitive situations.
- Use simple, repeatable tools in everyday management.
- Define practical steps towards a more neuro-inclusive workplace.

PROGRAMME: COURSE STRUCTURE AND CONTENT

During the course, participants will learn to:

1. **CLARIFY | Understand without labelling**
   - Understand neurodiversity, neurodivergence and cognitive needs.
   - Challenge misconceptions and distinguish between observing, asking questions and diagnosing.

2. **ADAPT | Find the right approach**
   - Recognise signals and needs in workplace situations.
   - Adapt communication, instructions, feedback, prioritisation and the environment without creating stigmatising differential treatment.

3. **CREATE SAFETY | Respond to sensitive situations**
   - Practise with real-world scenarios: overload, misunderstandings, relationship difficulties or disengagement.
   - Use a conversation script and decision tree to know what to say, what to do and when to refer someone onwards.

4. **EMBED | Put learning into practice**
   - Turn learning into simple, repeatable routines.
   - Develop a 30-day B1-AKT action plan.

The B1-AKT experience: practical cases, simulations, analysis of real situations, communication scripts, decision trees, management routines and a 30-day action plan.

The outcome: more confident and autonomous managers, fewer misunderstandings and tensions, consistent non-stigmatising practices and a working environment that supports engagement, cooperation and collective performance.

DATES, DURATION AND DELIVERY FORMAT:

Available dates: contact@b1-akt.com

Duration: 3 hours – Workshop / Lab. Timings adapted to the format and any participant constraints.

Face-to-face or online training.

Open-enrolment and in-house courses: group sizes adapted to the learning format. Standard or bespoke in-house courses: please contact contact@b1-akt.com for pricing, schedules and adaptations to your needs.

VENUES AND ACCESSIBILITY

Training venues are specified in the joining instructions or on B1-AKT.com. All venues are selected to facilitate access and suitable arrangements for people with disabilities. Please contact us to discuss feasibility and any adjustments to our provision.

BOOKING LEAD TIME

Registration is possible up to 48 hours before the module begins, subject to availability. Contact us regarding any changes.

FEES

Open-enrolment fee: please enquire. Training may be funded by your OPCO, subject to eligibility. Our training organisation holds Qualiopi certification for training activities. Fees exclude any trainer travel and accommodation costs. For standard or bespoke in-house training or delivery in English, prices depend on the adaptations required; please enquire.

TRAINING SUPERVISION – TRAINER

Teaching and facilitation are provided by a trainer with methodological and behavioural expertise. Our trainers are experienced practitioners with over 20 years of consulting and training experience, professors and/or researchers, accredited trainers, PhD or MBA holders, learning designers and specialists in their respective fields.

Trainers can be contacted by email before the course if required: contact@b1-akt.com

BE ONE MIND DAY

1 DAY – 7 HOURS – IN PERSON OR ONLINE
OPEN-ENROLMENT COURSE FEE: PLEASE CONTACT US FOR PRICING

Understand vulnerabilities. Respond with care. Build a more inclusive team.

TARGET AUDIENCE

Employees, managers, HR teams, disability / quality-of-working-life representatives and project managers.

PREREQUISITES : NONE.

LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Explain the main mental health and neurodiversity issues in the workplace.
- Recognise signs of vulnerability without making a diagnosis.
- Adopt an appropriate approach and communication style in sensitive situations.
- Direct individuals towards appropriate resources and contacts.
- Identify workplace practices that may create or reduce exclusion.
- Define and implement practical actions that promote psychological safety, inclusion and cooperation.

PROGRAMME: COURSE STRUCTURE AND CONTENT

During the course, participants will learn to:

1. **UNDERSTAND | Mental health and neurodiversity**
   - Understand essential concepts, challenge misconceptions and identify possible impacts on work, relationships and performance.
2. **EXPLORE | Different realities behind behaviours**
   - Explore the experiences and needs of people affected by psychological vulnerability, invisible conditions, neurodivergent functioning or periods of increased vulnerability.
3. **RECOGNISE | Early warning signs**
   - Identify behavioural changes and subtle signals, understand the limits of one's role and know when to refer to the appropriate contacts.
4. **RESPOND | Adopt the right approach**
   - Learn to initiate conversations, listen without diagnosing, adapt communication and respond to difficult situations through role-play.
5. **INCLUDE | Design a workplace that works for more people**
   - Identify practices that strengthen psychological safety, cooperation, autonomy and inclusion: management, meetings, feedback, workload and work organisation.
6. **ACTIVATE | The B1-AKT Open Mind Challenge**
   - Use real situations to co-design practical solutions and define three commitments that can be applied immediately in the workplace.

B1-AKT teaching approach: concise input sessions, business cases, self-assessments, role-play, collective intelligence and the Open Mind Challenge. Assessment through initial positioning, quizzes/practical cases, observation of role-play and an individual action plan.

DATES, DURATION AND DELIVERY FORMAT:

Available dates: please contact contact@b1-akt.com

Duration: 1 day – 7 hours. Timings adapted to the delivery format and any participant constraints.

Face-to-face or online training.

Open-enrolment and in-house courses: group sizes adapted to the learning format. Standard or
bespoke in-house courses: please contact contact@b1-akt.com for fees, schedules and adjustments to your needs.

VENUES AND ACCESSIBILITY

Training venues are specified in the joining instructions or on B1-AKT.com. All venues are selected to facilitate access and suitable arrangements for participants with disabilities. Please contact us to discuss any specific requirements.

BOOKING LEAD TIME

Registration is possible up to 48 hours before the module begins, subject to availability. Please contact us regarding changes.

FEES

Open-enrolment fee: please enquire. Training may be funded by your OPCO, subject to eligibility. Our training organisation holds Qualiopi certification for training activities. Fees exclude any trainer travel and accommodation expenses.

TRAINING SUPERVISION – TRAINER

Teaching and facilitation are provided by a trainer with methodological and behavioural expertise. Our trainers are experienced practitioners with over 20 years of consulting and training experience, professors and/or researchers, with proven expertise in their fields.

Trainers can be contacted by email before the course if required: contact@b1-akt.comcontact@b1-akt.com

BE ONE MIND MANAGER

2 DAYS – 14 HOURS – IN PERSON OR ONLINE
OPEN-ENROLMENT COURSE FEE: PLEASE CONTACT US FOR PRICING

Managing neurodiversity: turning cognitive differences into collective performance

TARGET AUDIENCE

Managers, team leaders, project managers, HR professionals and aspiring managers.

PREREQUISITES

None.

LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Identify the main issues associated with neurodiversity and cognitive needs at work.
- Conduct conversations to understand an employee's needs without making a diagnosis.
- Adapt communication, feedback and work organisation.
- Build a cognitively complementary team and recognise individual strengths.
- Lead more accessible and effective meetings and group activities.
- Balance inclusion, autonomy, accountability and performance expectations.
- Define an action plan and indicators to guide their management practices.

PROGRAMME: COURSE STRUCTURE AND CONTENT

During the course, participants will learn to:

1. **DECODE | Understand neurodiversity**
   - Neurodiversity, neurodivergence and mental health; key profiles and cognitive needs; misconceptions and factors that promote inclusion or exclusion.
2. **OBSERVE | Manage needs, not labels**
   - Identify individual and collective needs, ask questions without diagnosing, and determine useful adjustments to communication, organisation and the working environment.
3. **ADAPT | Master neuro-inclusive management practices**
   - Adapt communication, feedback, instructions, prioritisation, meetings and workload.
   - Practise with real-life management situations.
4. **COMPOSE | Make cognitive diversity a team strength**
   - Identify cognitive strengths and complementary capabilities, allocate roles and contributions more effectively, and create the conditions for productive cooperation.

5. **EMPOWER | Inclusion does not mean over-accommodation**
   - Establish shared rules, develop autonomy and accountability, maintain high standards and manage complex situations fairly.
6. **MEASURE | Turn intention into performance**
   - Define straightforward indicators for wellbeing, engagement, inclusion and performance.
   - Build a B1-AKT Neuroinclusive Management Plan with actions that can be applied immediately.

B1-AKT teaching approach: 30% input / 70% practice, including interview simulations, management case studies, neuro-inclusive meetings, team diagnostics, immediately reusable tools and an individual action plan.

DATES, DURATION AND DELIVERY FORMAT:

Available dates: please contact contact@b1-akt.com

Duration: 2 days – 14 hours. Timings adapted to the delivery format and any participant constraints.

Face-to-face or online training.

Open-enrolment and in-house courses: group sizes adapted to the learning format. Standard or bespoke in-house courses: contact contact@b1-akt.com for fees, schedules and adjustments to your needs.

VENUES AND ACCESSIBILITY

Training venues are specified in the joining instructions or on B1-AKT.com. All venues are selected to facilitate access and suitable arrangements for participants with disabilities. Please contact us to discuss specific requirements.

BOOKING LEAD TIME

Registration is possible up to 48 hours before the module begins, subject to availability. Please contact us regarding changes.

FEES

Open-enrolment fee: please enquire. Training may be funded by your OPCO, subject to eligibility. Our training organisation holds Qualiopi certification for training activities. Fees exclude any trainer travel and accommodation expenses.

TRAINING SUPERVISION – TRAINER

Teaching and facilitation are provided by a trainer with methodological and behavioural expertise. Our trainers are experienced practitioners with over 20 years of consulting and training experience, professors and/or researchers.

BE ONE MIND PROJECT

2 DAYS – 14 HOURS – IN PERSON OR ONLINE
OPEN-ENROLMENT COURSE FEE: PLEASE CONTACT US FOR PRICING

Leading projects and teams through cognitive diversity

TARGET AUDIENCE

Project managers, team leaders, transformation leads, internal consultants and employees responsible for cross-functional projects.

PREREQUISITES

None.

LEARNING OBJECTIVES

By the end of this course, participants will be able to:

- Define and structure a project around clear objectives, deliverables, responsibilities and success criteria.
- Build a project team that draws on complementary skills and cognitive strengths.
- Use RACI, PERT, Gantt charts and visual planning to organise and manage activities.
- Adapt project communication and organisation to different cognitive needs without stigmatising individuals.
- Establish a neuroinclusive framework that promotes autonomy, psychological safety and accountability.
- Develop and use a dashboard to monitor performance, risks and team dynamics.
- Facilitate shorter, more accessible and decision-focused project and steering committee meetings.
- Turn cognitive diversity into a driver of problem-solving and project performance.

COURSE PROGRAMME AND CONTENT

During the course, participants will learn to:

1. **FRAME | Give the project purpose and clarity**
   - Clarify the purpose, objectives, deliverables and success criteria.
   - Identify the sponsor's requirements and risk factors.
   - Develop a project brief that is clear to different cognitive profiles.
2. **BUILD | Create a cognitively complementary team**
   - Identify strengths, preferences and working needs.
   - Allocate roles and responsibilities to make the most of complementary strengths.
   - Use RACI and team dynamics principles to reduce ambiguity and cognitive overload.
3. **PLAN | Make complexity visible and accessible**
   - Break the project down into clear stages: priorities, milestones, dependencies, workloads and responsibilities.
   - Use PERT, Gantt charts and visual planning adapted to different ways of processing information.

4. **COLLABORATE | Establish neuroinclusive ways of working**
   - Agree team ground rules covering communication, feedback, documentation, decision-making, interruptions and information-sharing.
   - Create psychological safety without lowering standards.
5. **STEER | Make decisions using the right indicators**
   - Turn the project management plan into a practical dashboard.
   - Define indicators for performance, progress, engagement and collective effectiveness.
   - Identify early warning signs sooner and make informed trade-offs.
6. **ACTIVATE | Put collective intelligence to work**
   - Facilitate kick-off meetings, progress reviews and steering committees with cognitive diversity in mind.
   - Manage disagreements, ambiguity and complex situations.
   - B1-AKT Open Mind Project Challenge: develop an action plan that can be applied directly to each participant's project.

B1-AKT teaching approach: action learning, a continuing case study, sponsor/team/steering committee simulations, project tools, visual management, neuroinclusive scenarios and an Open Mind Project Canvas ready for workplace use.

DATES, DURATION AND DELIVERY FORMAT

Available dates: contact contact@b1-akt.com

Duration: 2 days – 14 hours. Timetables are adapted to the format and participants' requirements.

Face-to-face or online training.

Open-enrolment and in-house courses: group sizes are adapted to the teaching format. For standard or bespoke in-house training, please contact contact@b1-akt.com for fees, timetables and adjustments.

VENUES AND ACCESSIBILITY

Training venues are specified in the joining instructions or on B1-AKT.com. All venues are selected to support access and appropriate arrangements for participants with disabilities. Please contact us to discuss feasibility and any adjustments required.

BOOKING LEAD TIME

Registration is possible up to 48 hours before the module begins, subject to availability. Please contact us regarding changes.

FEES

Open-enrolment fee: please enquire. Training may be funded by your OPCO, subject to eligibility. Our training organisation holds Qualiopi certification for training activities. Fees exclude any trainer travel and accommodation expenses. For standard or bespoke in-house courses, or courses delivered in English, fees depend on requirements. Please contact us.

TRAINING SUPERVISION – TRAINER

Teaching and facilitation are provided by a trainer with methodological and behavioural expertise. Our trainers are experienced practitioners with more than 20 years' consulting and training experience, professors and/or researchers, accredited trainers, doctorate or MBA holders, learning designers and action-learning specialists.

Trainers may be contacted before the course at contact@b1-akt.com if required.

BE ONE MIND PROJECT - ADVANCED

2 DAYS – 14 HOURS – IN PERSON OR ONLINE
OPEN-ENROLMENT COURSE FEE: PLEASE CONTACT US FOR PRICING

Managing complexity, transformation and cognitively diverse teams

TARGET AUDIENCE

Experienced project managers, project directors, PMO professionals, managers, transformation leads, consultants and cross-functional team leaders.

PREREQUISITES

A sound grasp of project management fundamentals or substantial experience in delivering projects.

LEARNING OBJECTIVES

By the end of the course, participants will be able to:

- Lead a complex project by integrating strategy, performance, risks and human factors.
- Adapt their leadership to teams with different cognitive and cultural approaches.
- Create the conditions for autonomy while maintaining visibility, high standards and accountability.
- Lead change by anticipating resistance, needs and the dynamics of engagement.
- Set priorities and make trade-offs in a multi-project environment.
- Build dashboards that genuinely support decision-making.
- Facilitate steering committees and complex meetings in a more inclusive and decision-focused way.
- Recognise their cognitive biases and improve the quality of their decisions.
- Communicate with influence, including without formal authority.
- Harness cognitive diversity as a resource for problem-solving and innovation.

COURSE PROGRAMME AND CONTENT

During the course, participants will learn to:

1. **STRATEGY | Manage a project as a transformation system**
   - Revisit the project life cycle, success factors and Project Management Plan.
   - Connect business, human and organisational challenges.
   - Anticipate risks, interdependencies and intercultural dimensions.
2. **COMPLEXITY | Lead different ways of thinking and working**
   - Identify the team's cognitive strengths, areas of friction and working needs.
   - Adapt delegation, roles, information flows and organisation without micromanaging.
3. **ENGAGEMENT | Empower teams and foster accountability**
   - Establish participative management practices, clarify responsibilities and develop ownership.
   - Use visual planning and shared tools to reduce ambiguity and cognitive overload.

4. **TRANSFORMATION | Lead change while keeping the team together**
   - Map stakeholders, resistance and human impacts.
   - Adapt support to different attitudes towards change.
   - Turn resistance into useful information and develop an engagement plan.
5. **PROJECT OVERSIGHT | Make decisions across multiple projects**
   - Turn the Project Management Plan into a strategic dashboard.
   - Prioritise workloads, risks, trade-offs and resources.
   - Organise individual and team schedules amid competing demands.
6. **INFLUENCE | Communicate to engage without formal authority**
   - Understand how cognitive biases and metacognition influence decisions.
   - Adapt communication to stakeholders and use B1-AKT's three levers: clarity, connection and conviction.
7. **LEADERSHIP | Turn meetings into decision-making forums**
   - Design progress meetings and steering committees around their purpose.
   - Adapt content, materials, pace and participation to different cognitive profiles.
   - Final practical exercise based on a complex project.

B1-AKT teaching approach: advanced action learning, using a continuing transformation case study, steering committee simulations, multi-project trade-offs, stakeholder mapping, intercultural scenarios, cognitive bias exercises and an Open Mind Project Leadership Canvas.

DATES, DURATION AND DELIVERY FORMAT

Available dates: please contact contact@b1-akt.com

Duration: 2 days – 14 hours. Timetables are adapted to the format and participants' requirements.

Face-to-face or online training.

Open-enrolment and in-house courses: group sizes are adapted to the teaching format. For standard or bespoke in-house courses, please contact contact@b1-akt.com for fees, timetables and adjustments.

VENUES AND ACCESSIBILITY

Training venues are specified in the joining instructions or on B1-AKT.com. Venues are selected to support access for participants with disabilities. Please contact us to discuss feasibility and any appropriate adjustments.

BOOKING LEAD TIME

Registration is possible up to 48 hours before the module begins, subject to availability. Please contact us regarding changes.

Fees

Open-enrolment fee: please enquire. Training may be funded by your OPCO, subject to eligibility. Our training organisation holds Qualiopi certification for training activities. Fees exclude any trainer travel and accommodation expenses. For standard or bespoke in-house courses, or courses delivered in English, fees depend on requirements. Please contact us.

Training supervision – Trainer

Teaching and facilitation are provided by a trainer with methodological and behavioural expertise. Our trainers are experienced practitioners with more than 20 years' consulting and training experience, professors and/or researchers, accredited trainers, doctorate or MBA holders, learning designers and action-learning specialists.

Trainers may be contacted before the course at contact@b1-akt.com if required.

BE ONE MIND INNOVATION LAB

1 DAY – 7 HOURS – ACTION-BASED TRAINING / INNOVATION LAB

OPEN-ENROLMENT COURSE FEE: PLEASE CONTACT US FOR PRICING

Think Different. Together.
Turning cognitive diversity into innovation and collective performance

TARGET AUDIENCE

Project, innovation and transformation teams; managers; executive and strategic committees; HR professionals; internal consultants; operational and cross-functional teams.

PREREQUISITES

None; ideally, participants should bring a real challenge to solve.

LEARNING OBJECTIVES

By the end of the course, participants will be able to:

- Use cognitive diversity to deepen the analysis of a complex problem.
- Turn disagreement and friction into raw material for innovation.
- Apply a range of divergent thinking, creativity and problem-solving techniques.
- Bring different ways of thinking together without seeking premature consensus.
- Use AI to broaden exploration, challenge assumptions and generate alternatives.
- Evaluate ideas in terms of value and inclusivity.
- Rapidly prototype and test a solution.
- Build a repeatable collective-intelligence method for future projects.

COURSE PROGRAMME AND CONTENT

During the course, participants will learn to:

1. **UNLOCK | Reveal the team's cognitive diversity**
   - Explore how different people interpret the same problem in different ways.
   - Identify thinking preferences, blind spots and complementary strengths without labelling individuals.
2. **REFRAME | Turn friction into an innovation question**
   - Start from a real pain point and challenge taken-for-granted assumptions.
   - Use differences in perception to reframe the problem before seeking solutions.
3. **COLLIDE | Bring different intelligences into productive contact**
   - Deliberately bring opposing perspectives together.
   - Use divergent thinking, reverse thinking, analogies, creative constraints and perspective shifts.
4. **AUGMENT | Add AI to collective intelligence**
   - Use AI as a "cognitive sparring partner": generate hypotheses, challenge reasoning, find counterarguments, simulate stakeholders and enrich scenario
5. **PROTOTYPE | Move from idea to experiment**
   - Select concepts according to value, feasibility, desirability and inclusivity.
   - Rapidly turn the best ideas into prototypes.

6. **PITCH & TEST | Turn an idea into an experiment**
    - B1-AKT Innovation Arena: pitch ideas, test them against challenges, improve prototypes and define a 30-day field experiment with success criteria.

B1-AKT teaching approach: 20% input / 80% experimentation, using a real business challenge, cognitive exercises, generative AI, creativity techniques, mixed groups, prototyping and pitching.
Each team leaves with one reframed problem, several divergent options, one prototype and one 30-day experiment. Outcomes include stronger creativity and problem-solving, AI-augmented collective intelligence and the ability to turn cognitive individuality into a shared innovation advantage.

DATES, DURATION AND DELIVERY FORMAT

Available dates: please contact contact@b1-akt.com

Duration: 1 day – 7 hours. Timetables are adapted to the format and participants' requirements.

Face-to-face or online training.

Open-enrolment and in-house courses: group sizes are adapted to the teaching format. For standard or bespoke in-house courses, please contact contact@b1-akt.com for fees, timetables and adjustments.

VENUES AND ACCESSIBILITY

Training venues are specified in the joining instructions or on B1-AKT.com. Venues are selected to support access for participants with disabilities. Please contact us to discuss feasibility and any appropriate adjustments.

BOOKING LEAD TIME

Registration is possible up to 48 hours before the module begins, subject to availability. Please contact us regarding changes.

FEES

Open-enrolment fee: please enquire. Training may be funded by your OPCO, subject to eligibility. Our training organisation holds Qualiopi certification for training activities. Fees exclude any trainer travel and accommodation expenses. For standard or bespoke in-house courses, or courses delivered in English, fees depend on requirements. Please contact us.

TRAINING SUPERVISION – TRAINER

Teaching and facilitation are provided by a trainer with methodological and behavioural expertise. Our trainers are experienced practitioners with more than 20 years' consulting and training experience, professors and/or researchers, accredited trainers, doctorate or MBA holders, learning designers and action-learning specialists.

TEACHING METHODS

The distinctive feature of B1-AKT's approach lies in its action-based learning methodology, which encourages active participation and prioritises hands-on experimentation and practical experience. Our training approach combines 65% practical activities and peer-to-peer exchange with 35% theoretical input, supported by illustrative examples. Methodological concepts are brought to life through real-world examples drawn from the trainers' professional experience, alongside opportunities for participants to share knowledge, insights and best practices.

B1-AKT's action-based and innovation-driven learning approach draws on a maieutic, creative, empirical and inductive process to develop: critical reflection and the ability to connect learning with the broader strategic and organisational context.

- Benchmarking against recognised best practices.
- Simulations and practical case studies.
- Application of learning to participants' own professional situations.
- Creative workshops, interactive exercises, role-playing and real-life scenarios.
- Practical mastery of relevant tools and techniques.

We integrate forward-looking insights and current best practices into our programmes, drawing on our complementary expertise as foresight specialists, academic researchers and consultants in the following areas:

Management techniques, methodologies and project management: Personal leadership and team management, including the ability to engage, unite, empower and secure commitment from teams. Innovative management approaches, including human-centred leadership and management. The skills, behaviours and interpersonal capabilities required to lead effectively in contexts of uncertainty, crisis and organisational or workforce change. The evolution of leadership approaches, tools, behaviours and techniques needed to manage Generations X, Y and Z, while identifying, developing and retaining talent.

Learning Materials and Technical Resources

Learning materials: Videos, presentation slides, supporting documentation and exercise instructions are provided throughout the training programme. A comprehensive theoretical reference document, consolidating all the key concepts and topics covered during the programme, is provided before the end of the training. Participants may complete exercises and take notes using paper materials provided during the session, their own laptops (optional), or flipcharts available in the training room.

Each participant is required to sign an attendance register for every half-day training session. These attendance records provide the basis for issuing a Certificate of Completion, confirming participation in the training programme.

ASSESMENT PROCESS

Knowledge acquisition and learning outcomes are assessed throughout the training programme through an ongoing case study, practical exercises, quizzes and a final multiple-choice assessment.

The assessment process is as follows:

Before the Training

1. **Validation of the training objectives** with the client's training manager.
2. Participants receive a **Personal Action Plan (PAP)** and an **initial self-assessment questionnaire** to assess their existing competencies and identify their individual needs and expectations.

During training

1. **At the start of training: identify participants' individual needs during the face-to-face presentation of the learning objectives.**
2. **Throughout training, the Personal Action Plan (PAP) is used to assess knowledge acquisition. It includes the initial assessment and final multiple-choice test.**
3. **Socratic approach: questions and exchanges with participants.**
4. **A guided, continuous case study (B1-AKT case for open courses or the client company's case for in-house courses) supports all training sequences.**
5. **Practical simulations (games and interviews: negotiation, conflict and communication styles), debriefings and theoretical input.**
6. **Personal action plan after each sequence: what I have learnt and how I will use it in a specific situation.**
7. **Individual reflection at the end of each half-day: key lessons from the half-day or day.**
8. **Group reflection at the start of each new training day: key lessons from the previous day, including questions for the other group.**
9. **End-of-course reflection and closing ritual to build confidence: "I am now a genuine project manager because…"**
    a. I have become aware of…
    b. I leave with… (a complete toolkit, templates, approaches, tips and practical advice).
    c. I will now be able to implement…
10. **Final assessment (multiple-choice test / PAP), followed by evaluation of the usefulness of the training through the end-of-course satisfaction survey: "Following this course, which three actions will you personally implement in your professional environment?"**

After training

11. **Final self-assessment on day +1**
12. **Satisfaction survey**
13. **Return on Expectations (ROE) and transfer into practice**

B1-AKT CLIENT SATISFACTION

Thank you all for placing your trust in us again in 2025!

- **100%** **Usefulness of training**
- **100%** **Trainer expertise**
- **100%** **Skills acquired**
- **99%** **NPS (Net Promoter Score)**
- **99%** **Consideration of participants' objectives**
- **98.7%** **Overall satisfaction rate**
- **318** **People trained**
- **0%** **Dropout rate**

PARTICIPANT FEEDBACK AND TRAINING IMPACT

- "An enriching and comprehensive programme combining organisational insights with a deeper understanding of neurodiversity and human behaviour."
- "A wide range of topics covering the essential skills needed to lead neurodiverse teams effectively."
- "Highly relevant training that challenges conventional management approaches and encourages more inclusive practices."
- "Essential for managers seeking to understand cognitive differences and unlock the potential of their teams."
- "Comprehensive, insightful and of excellent quality."
- "A highly practical programme that translates neurodiversity awareness into concrete management actions."
- "The interactive activities and simulations make complex topics accessible, engaging and memorable."
- "An excellent balance between scientific insights, management concepts and practical exercises."
- "Comprehensive training, an excellent balance between theory and practice, and outstanding facilitation."

Trainer Expertise and Facilitation

- "The facilitator demonstrated an excellent understanding of neurodiversity and its implications for leadership."
- "An exceptional level of expertise, combining human insight with organisational understanding."
- "An excellent trainer who adapted the discussions and exercises to the group's needs and professional contexts."
- "Excellent training. I gained valuable insights into different cognitive profiles and inclusive leadership.

Collaboration, Inclusion and Practical Application

- “Rich discussions and collaborative exercises helped us explore real-life situations involving neurodiverse teams.”
- “An extremely enriching programme that introduces the foundations of inclusive management and, above all, shows how to apply them in everyday professional situations.”
- “Particularly valuable for managers who want to create environments in which different ways of thinking can thrive.”
- “Excellent training, engaging facilitation and a highly knowledgeable trainer.”
- “Effective training delivered by an experienced professional with a strong understanding of organisational challenges.”
- “The programme encouraged me to rethink how I communicate, delegate and support different working styles.”
- “Professional, engaging, comprehensive and dynamic. The programme met my expectations, with practical cases and thoughtful discussions expertly facilitated.”
- “An excellent introduction for leaders wishing to strengthen their inclusive management skills and better understand neurodiversity in the workplace.”
- “An intensive and insightful programme combining realistic scenarios, collaborative exercises and reflection on leadership behaviours.”
- “Discovering how different minds process information, communicate and approach challenges was particularly valuable.”
- “Clear, relevant content tailored to participants' needs and expectations.”

Personal Development and Learning Outcomes

- “All the objectives identified at the beginning were addressed. The programme adapted effectively to our professional challenges and expectations.”
- “The final review helped us connect our initial objectives with practical changes we can implement in our teams.”
- “An enriching programme offering both a strong foundation in neurodiversity and practical tools for inclusive leadership.”
- “The facilitator listened attentively and created a psychologically safe environment for open discussion.”
- “Valuable listening, constructive advice and practical recommendations.”

Turning Learning into Action Following this programme, which three actions will you personally take in your professional environment?

- “Review our management practices to ensure they are more inclusive of different cognitive and working styles.”
- “Share the good practices and insights gained with my colleagues and leadership team.”
- “Raise awareness of neurodiversity and help colleagues understand the value of different ways of thinking.”
- “Adapt communication methods and meeting formats to accommodate different needs and preferences.”
- “Integrate neurodiversity considerations into team objectives, collaboration practices and organisational processes.”
- “Use more inclusive language and avoid assumptions about individual capabilities or working preferences.”
- “Create more opportunities for employees to express their needs and contribute their strengths.”
- “Encourage psychological safety and open dialogue within my team.”
- “Identify practical adjustments that can improve concentration, engagement and overall team effectiveness.”
- “Apply inclusive leadership tools to strengthen collaboration, innovation and collective performance.”

B1-AKT'S DISABILITY COMMITMENT

For any disability-related situation requiring training adjustments, please contact us.





B1-AKT

LEADING SUSTAINABLE STRATEGIES

& PARAGON COMMUNICATION

INVENT - INSPIRE - INTEGRATE & GUIDE RENEWAL

WWW.B1-AKT.COM