

Title : **The right motivation to win: At the Olympics and at work**

In February 2014, the French-Canadian Dufour-Lapointe sisters made history by winning the gold and silver medals in acrobatic ski, at the Sochi Winter Olympic Games, in Russia. Behind this exceptional sport performance is a process which took advantage of the most recent scientific discoveries on what are the variables and parameters which elicits optimal performance in human beings. One of the aims of this conference will be to show that the parameters explaining performance are universal in humans, and that they apply equally well in sport, work and life in general.

The two speakers, one world-class performance coach and one university professor-researcher in optimal performance, will alternate between scientific findings and real-life practice to show you how nothing is more practical than a good theory. They will also show you how the recent scientific discoveries can be operationalized and applied in different spheres of life and how this process, guided by research and applied successfully in a performance context, can increase the use of the full potential of human.

Three main take-home message :

1. The parameters and variables explaining performance are universals for human being: They apply both in sport, at work and in life in general.
2. There is nothing more practical than a good theory: When the most recent scientific discoveries are applied and operationalized in real-life performance settings, the efficient process leads to tangible positive results.
3. Having a concrete high-performance/high stakes example (two Olympic medals), knowing the process which lead to these excellent results, and the recognition that this process can be applied by you and your organizations.

The speakers

Jacques Forest holds a doctorate degree in organizational psychology and has completed postdoctoral studies on the same topic. He is currently an organizational psychologist and a Certified Human Resources Professional (CHRP) as well as a professor-researcher on work motivation at the UQAM School of management science, the biggest French-speaking business school with 16 000 students. He received an award in 2006 for his abilities in scientific popularization and, in 2011, he received the rising star award in research from his business school. Mr. Forest has given 225 conferences or intervention in more than 9 countries and is one of the co-authors of the *Multidimensional Work Motivation Scale*, a scientifically-validated scale which measure the different types of motivation in 13 different languages and currently translated in 8 other languages. His work is grounded in positive psychology and verifies when and how it is possible to reconcile performance and well-being at work.

Jean-Paul Richard has been the national coach of the Canadian women's acrobatic ski team, allowing the Dufour-Lapointe sisters to win the gold and silver medal at the 2014

winter Olympic games in Sochi, Russia. He previously coached the Swedish national team and Québec team. After his Olympic success, he took a position at the Canadian Olympic Committee to extend these successes to all Canadian sports. Recently, he decided to put his knowledge and experiences available to all organizations and individuals receptive in fostering optimal functioning. He is the co-founder of a consulting firm, that helps organizations in the sports, business and education sectors.

Title : **Using one's strengths daily to foster optimal performance and well-being at work**

At a time when staff recruitment, retention and performance are priority issues for companies, organizations must be ingenious and daring to attract, mobilize and retain their staff. Strength management is an innovative and effective way to meet this challenge. This method of management is a complementary approach to current approaches to optimize the performance and development of workers. What is this new approach? How can it be implemented in practice? This is what you will discover with this conference.

Learning Objectives

- Understand what a strength is.
- Know how to identify the strengths of clients / partners.
- Know your own strengths (prior to the training session, you need to complete a free online survey) and make a better use of them.
- Carry out the steps to develop the use of strengths at work.
- Be aware of various management implementations by strengths in real environments.

Content

- Why invest in strengths management?
- What is a strength?
- How to identify one's strengths?
- How to develop the use of strengths?
- Examples of the implementation of strength management in various domain: marketing firm, consulting firm, rehabilitation center, international sports team, Canadian Olympic Committee
- International examples of implementation of force management (videos).

Title : **Money can make you happy or sad: You decide!**

Money is a neutral means of exchange that humans invented to replace barter. Under its very strong "motivational" appearances, money (and its different forms such as wages, salaries, bonuses and benefits) has different meanings which, in terms of the most

scientific research and interventions, can be positive and / or negative. The purpose of this training session is to better understand the different meanings of money, their positive and negative effects among employees, and concrete ways to change your relationship to money so that it is healthier and fulfilling.

Aims and objectives

- Recognize and identify the different types of motivation.
- Know the positive and negative consequences of the different types of motivation.
- Understand the positive and negative meanings of money (and its variations).
- Know the positive and negative consequences of different meanings of money.
- Demystifying preconceived myths and ideas about the meanings of money.
- Following the completion of a questionnaire, identify your own levels of motivation and the relative presence of the different (positive and negative) meanings of money.
- Knowing proven methods to have a healthier relationship with money.

Content

- Presentation, discussions, simulation, exercises.
- The different meanings of money.
- The positive and negative consequences of different meanings of money.
- Presentation of various studies on extrinsic motivation and its possible variations.