


## Flash Profile: MANAGEMENT


### Your Signature:


"The Catalyst Strategist - You turn visions into results through the collective" As a Leader-Manager, your role is twofold: you define a clear strategic vision (the "what" and the "why") and you mobilize the collective intelligence to achieve results (the "who" and the "how").

You are the architect and the conductor of success.


### Your Superpowers


 **Organizational Alignment:** Your ability to translate an abstract vision into clear and measurable objectives for each team member, thus creating a common purpose.


 **Decision-Making Under Pressure:** Where others hesitate, you remain calm to analyze, decide, and take on difficult decisions, even with incomplete information.

 **Detecting Hidden Talents:** You see beyond technical skills to identify the potential, soft skills, and aspirations of your collaborators, placing them in roles where they can flourish.

### Your Blind Spots to Watch

 **Operational Blindness:** By keeping your head in strategy, you risk disconnecting from the realities and irritants on the ground, which can make your plans unrealistic.

 **Excessive Delegation:** Your desire to empower can sometimes turn into a loss of follow-up, where critical problems are not reported to you in time.

 **Silent Burnout:** The pressure of having to embody stability and vision can push you to ignore your own fatigue and mental load, leading to exhaustion.

### Your Preferred Environment

You are particularly effective in demanding and changing contexts:

- Companies undergoing transformation (digital, cultural...).
- Startups in the growth and structuring phase ("scaling").
- Positions with high responsibility, including P&L management.

### The Key to Your Interactions

**With your team:** Adapt your management style. Do not manage an autonomous expert in the same way as a junior in training.

**With your hierarchy:** Become a strategic partner. Never bring a problem without having outlined at least one potential solution.

## **Your Performance Levers**

**The "4 Quadrants" Dashboard:** Sort your actions according to their urgency and importance to ensure you spend time on strategy ("Important / Not Urgent") rather than just managing crises.

**The "Power Hour" Ritual:** Block one hour per day, without any interruption, to devote yourself solely to complex decisions that require your full concentration.

**Your Coach's Key Advice** "Establish monthly 'field days': work incognito in an operational team. This return to reality prevents strategic disconnections and strengthens your legitimacy."