

Important Steps

	<i>Défi 100 jours</i>	Ambition challenge
CANDIDATE SELECTION <ul style="list-style-type: none"> Numerous tips on the recruitment process are included in the Program Leader's Guide. Inform chosen participants that they have been selected to take part in the program while ensuring they are committed to the program and available for the events. Let managers know that their employee(s) is(are) participating in the program. 	December – February	
OFFICIAL PARTICIPANT REGISTRATION Deadline to submit registration form.	Tuesday, March 2, 5:00 p.m.	
PRE-LAUNCH PRESENTATION Internal program presentation for companies with 11 or more participants in one or multiple programs.	From March 2 to 16	
LEARNING PLATFORM A communication invites participants to sign up on the L'effet A learning platform.	Tuesday, March 9	Tuesday, March 16
PRE-LAUNCH PERIOD An introductory card is available on the learning platform. Participants gear up for the official launch and begin reflecting on their ambition.	From March 12 to 17	From March 19 to 24
OFFICIAL LAUNCH Presentation of the program methodology along with the entire program schedule to all cohort participants.	Thursday, March 18	Wednesday, March 24
END OF FIRST PILLAR: CONFIDENCE*	Friday, April 16	Friday, April 23
MID-PROGRAM*	Friday, April 23	Friday, April 30
END OF SECOND PILLAR: RISK-TAKING*	Friday, May 14	Friday, May 21
END OF THIRD PILLAR: INFLUENCE: INFLUENCE*	Friday, June 11	Friday, June 18
END OF PROGRAM From this date, participants maintain access to the learning platform for a complimentary 30-day period.	Friday, June 18	Friday, June 25
INDIVIDUAL AND GROUP REPORTS <ul style="list-style-type: none"> Each participant can download her individual report via the learning platform and will receive a certificate of training by email. For companies with five or more participants, a final group report that recaps employees' experience and shows their progress over the 100 days is sent. We also invite you to collect feedback from participants after those 100 days. 	August 2021	

* At the end of each pillar and/or mid-program, we urge you to take stock with your participants to ensure the program continues to run according to plan, to gather their impressions and to provide encouragement. We also recommend participants to meet with their manager for a brief discussion at the end of each pillar.