

AROBASE ENGINEERING

REESS TITLE



BUSINESS MANAGER OF THE SOCIAL AND SOLIDARITY ECONOMY

Title registered with the RNCP at level 6 CEC (Eu) - Eligible for CPF funding
Training accessible to people with disabilities

French Language Instruction

The Social and Solidarity Economy (SSE) in France, which has experienced undeniable growth for the past forty years, employs nearly 2.4 million people, representing 14% of private sector employment, in diverse sectors: social action, medico-social services, professional and economic integration, employment and training, leisure/cultural activities, home care, humanitarian action, social housing...

The social and solidarity economy (SSE) is characterized by its capacity for innovation: new professions, new forms of organization, and alternative responses to societal challenges. It is a pioneer in recycling and the energy transition (combating energy poverty, sustainable and shared mobility, citizen energy cooperatives, etc.).

The social and solidarity economy (SSE) business manager bases their actions on the law of July 13, 2014, which specifies that the SSE is a mode of entrepreneurship and economic development to which private legal entities adhere, and which fulfill the following conditions:

- The social utility of its action, a goal pursued other than the sharing of profits, democratic governance,
- respect for certain management principles.
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The head of a social and solidarity economy enterprise performs functions such as management and administration, sector or service supervision, and management of small or medium-sized units.

He/she can work in associations, cooperatives, mutuals, but also in the private or public sector (local authority).

Dedicated to the social advancement of employees and the retraining of job seekers, the initiatives offered by our organization strengthen the professional development of stakeholders in the Social and Solidarity Economy. Through pragmatic approaches, while respecting fundamental

values, the training of managers and leaders in the Social and Solidarity Economy also contributes to the growth of social entrepreneurship.

It promotes the meeting of heterogeneous sectors of activity around the notions of democracy, citizenship and social cohesion.

GOALS

Four training objectives are defined: The aim is to train

managers and executives of social and solidarity economy enterprises, managers in this sector with a global vision of their entity, capable of contributing to the implementation of the organization's strategy and leading the management and support actions entrusted by their governance.

The program is structured around the following targeted skills: 1. Managing a multidisciplinary team in the social and solidarity economy sector. 2. Developing and leading a social and solidarity project.

3. Manage the administrative, economic and financial aspects of a service.

4. To manage the strategy of a service project in a social and solidarity economy entity.

BLOCK 1: MANAGING A MULTIDISCIPLINARY TEAM IN THE SOCIAL AND SOCIAL SECTOR

1.1 Overview of the Social and Solidarity Economy

• History and foundations of the social and solidarity economy; • Structures, actors and networks; • Social entrepreneurship and innovations.

1.2 Being a manager in the

social and solidarity economy (SSE) :

Managerial values, ethical stance; Key skills and jobs

1.3 Analysis of public policies

• Foundation of the organization of the health, social and medico-social system; • The major founding laws.

1.4 Professional identity: from assessment to project

• Energizing the professional project; • Skills mapping.

1.5 Communication and relational dynamics • Active listening, non-violent communication; • Management of difficult situations; • Group values and cultures, cooperation.

1.6 Inclusive team management

• Foundations of ESS management; • Developing an inclusive managerial approach.

1.7 Professional Effectiveness: Writing and Communication

• Fundamentals of professional communication; • Structuring professional writing.

1.8 Summary Note - ABS (written)

1.9 Real or simulated situation (oral)

BLOCK 2: DEVELOPING AND CONDUCTING A SOCIAL AND SOLIDARITY

2.1 Socio-economic analysis and ABS • ABS, a territorial project approach; • Collection and analysis of information.

2.2 Project management methodology, service offering • Research and investigation methods; • Social Business Canvas.

2.3 Social Marketing, Action Plan • Segmentation of social needs; • Structuring of the offer, action plan.

2.4 Performance, quality and impact • Overall performance in SSE (economic, social, environmental); • Economic viability and sustainability of the social project; • Alignment of social project, values and economic model.

2.5 Legal statuses and solidarity financing • Legal framework of the SSE and SSE law; • Financing needs of SSE structures.

2.6 The fundamentals of work organization • Principles of work organization in a professional context; • Defining priorities and managing the unexpected.

2.7 Evaluation of social and solidarity project management (written + oral)

BLOCK 3: MANAGING THE ADMINISTRATIVE, ECONOMIC AND FINANCIAL MANAGEMENT OF A SERVICE

3.1 Accounting and financial analysis ·

The balance sheet, the income statement; · Cost analysis, a decision-making tool.

3.2 Economic and financial analysis of a project · Budget

and cash flow plan; · Financial study and business plan.

3.3 Legal and tax obligations · Social and

tax obligations; · Liability of managers.

3.4 Information system and performance management · Definition

and role of the information system in the organization; · Link between information system, strategy and organization.

3.5 Management and evaluation of ESSMS · Framework

and challenges of the CPOM; · Architecture and content of the CPOM.

3.6 Management simulation (strategy game) (written + oral)

• Decision-making in situations of uncertainty; · Strategic leadership and management.

3.7 CPOM professional scenario (written)

BLOCK 4: MANAGING THE STRATEGY OF A PROJECT

SERVICE WITHIN A SOCIAL AND SOCIAL ENTITY

4.1 Quality of working life · Quality of

working life in the social and solidarity economy: issues, specificities and legal framework; · Psychosocial risks (PSR): identification, prevention and regulatory obligations.

4.2 HR Management and Development · HR function

in social economy organizations; · Workforce planning: definition, legal framework and tools.

4.3 Applied Research Methodology · Approach and stages

of applied research; · Formulation of the research problem and objectives; · Data collection methods

4.4 Management of organizations, CSR · Forms of organization and managerial models; · Logics of actors, power games and governance; · Sustainable development and corporate social responsibility (CSR); · Regulatory framework and strategic issues of CSR.

4.5 Business Strategy ·

Approach and methodology of strategic analysis; · Specifics of strategy in the social and solidarity economy; · Analysis of the environment and stakeholders.

4.6 Synthesis Strategy Case Study (written)

4.7 HR Management Case Study (written)

FINAL EXAM LEADING TO CERTIFICATION

5.1 Dissertation methodology and follow-up · Operational mission at the end of training.

5.4 Final training assessment.

5.2 - 5.3 Dissertation and Managerial Skills Assessment · Dissertation writing and defense; · Assessment of managerial skills;

TEACHING METHODS

Theoretical input, role-playing exercises, case studies, group activities, and individual and group support



KNOW

Tools and techniques



DO

Games and role-playing scenarios



TOGETHER

Collective work

PRACTICAL INFORMATION

PREREQUISITES

- Hold a bac+2 diploma, or a professional qualification at level 5 CEC (Eu), or a validation of professional experience (VAP) file ;
- Demonstrate 3 years of professional experience in all sectors (1 year for apprentices);
- Pass the admission tests.

VALIDATION

- Certification obtained through validation of skills blocks and the production and defense of an internship report.
- Title registered with the RNCP (French National Directory of Professional Certifications) as a Social and Solidarity Economy Enterprise Manager, level 6 EQF (European Qualifications Framework) certification no. 41817 issued by AROBASE-INGENIEURIE, NSF code 310 and 332p.
- Compliant with the decree on the qualification of managers in the social and medico-social sector (decree no. 2007-221 of 19/02/2007).



CONTINUATION OF THE PATH AND BRIDGE

Access to level 7 of the EQF (EU):

- Title of Expert Manager Quality and Performance of social and solidarity economy organisations, registered at RNCP level 7 CE (EU).

PERSPECTIVES

- Management of healthcare, social, and medico-social establishments : sectors of elderly care, child protection, social housing, social and professional inclusion, disability... • Supervision of support services for the coordination of career path;
- Association manager or, • Head of department of public establishments, private or associative groups in the SMS sector.

QUALITY COMMITMENT

AROBASE INGÉNIERIE ensures, through **quality controls**, that our partners comply with the **skills framework** for each qualification offered.

ORGANIZATION

Get closer to our partners, training centers, who deliver our qualifications.

On: arobaseingenierie.fr

COST

Get closer to our partners, training centers, who deliver our qualifications.

On: arobaseingenierie.fr

HOW TO REGISTER?

Getting closer to our partners, training centers, who deliver our qualifications.

On: arobaseingenierie.fr

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Arobase is committed to making its training programs accessible. A **disability liaison officer** is available to assist you in implementing the necessary accommodations with our partners: **+33 6 73 75 80 43 / contact@arobaseingenierie.fr**