

Ikram Mezghiche**R&D** imezghic@pasteur.fr**Core business****PHASE 1** Skill development**PHASE 1** Evaluation**Personal and
relational qualities****PHASE 1** Communication**PHASE 1** Analysis, synthesis and critical thinking**PHASE 1** Commitment**PHASE 1** Integrity**PHASE 1** Listening and empathy**Business
management and
value creation****PHASE 1** Managing change**PHASE 1** People management**Strategy and
Leadership****PHASE 1** Strategy