Developing individuals

Personal effectiveness

- Coping with change
- Resilience
- Growth mindset
- Time and task management
- Effectiveness and prioritization
- Self-awareness
- Head up
- Inner motivation
- Stress management
- Work-life balance
- Emotional intelligence
- Mindfulness
- Saboters in our heads
- Mind – our strong tool
- Creative and innovative thinking
- Work-life balance program
- Critical thinking
- Mind maps
- Agile / Waterfall Project management

Talent and succession programs

- Talent programs based on business projects
- Inspirational talent programs
- Development skills of talents
- Successor development

Communication skills

- Conscious and effective communication
- Assertive communication
- Interpersonal relationships
- Conflict resolution
- Intercultural communication
- Forbidden rhetoric - defense against manipulation

Presentation skills

- Professional presentations
- Attractive online presentation
- Visualisation, graphic recording, sketchnoting
- Storytelling
- TEDx presentations
- Facilitation skills

Train the Trainers

- Internal Trainers academy
- Development of internal trainers in the online delivery
  - Online formats, platforms, interactivity tools
  - ZOOM and MS Teams
  - Training preparation and design - "before" and "after"
  - Presentation, facilitation, dynamics and interactions

Interesting programs for supporting functions

- Stakeholder management
- Effective Communication with an Internal Customer
- Building Partnership with an Internal Customer
- Behavioral interviews
- Selling skills for HR
- Handling difficult situations in assertive way
- Development with measurable impact according to Kirkpatrick (for HR)

Inspirative talks

Inspirative topics and motivational speakers

Expresso trainings

Short intensive trainings focused on specific competence.

Developing sales and business

- Complex academy for sales teams
- Key Account Managers academy
- Sales skills and the consultative sales process
- Sales-force gym
- Using typologies in sales
- Hunting - acquisition sales
- Cold calling and Telesales
- Sales Presentation and Story selling
- Finance for non-financials
- Mind setting for sales people
- Networking

Negotiation

- Fundamental and advanced negotiation
- Using typologies in negotiation
- Influencing and persuasive communication
- Dealing with objections and returns

Developing leaders and managers

Managerial basics

- Practical leadership for junior and senior managers
- Leadership based on personal typology
- Academy for masters in production and front-line managers
- Fundamental management skills
- The role of the manager
- Emotional maturity of leaders
- Managerial routines
- Situational styles of leadership
- Managerial communication
- Critical managerial conversations
- Feedback giving
- Manager as a motivator
- Delegating
- Managerial decision making
- Remote people and teams management
- Motivating people and maintaining team spirit

Advanced managerial skills

- Leading a team through change
- Results leadership
- Manager as a coach
- Coaching approach in practice and leadership
- Performance management and leading appraisal meetings
- Positive leadership and happiness at work
- Trust vs. Control

Special managerial topics

- Cross country and strategic leadership
- Role of a manager in hiring process
- Online onboarding
- Leading multicultural teams
- Leadership in VUCA world
- Aikido leadership
- Manager's role in increasing work safety
- Waterfall leadership
- Tribal leadership
- Agile leadership

Products and services portfolio

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Developing teams

Team developing programs

- Developing top management teams
- Teamwork programs
- Executive Teams without borders
- Teamwork based on personal typologies
- Team Booster – facilitated development
- Mediation and conflict resolution in teams
- Cross-department cooperation
- Team Building programs

Team gamificatied programs

- Shackleton Leadership
- Sales-force gym
- Diplomatic battle - negotiation
- Multi-party negotiation
- Mayday – Welcome in VUCA
- Experience the agile project management
- Brewery management – strategic thinking
- Lean FBI Game – strategic thinking
- Treasure Hunt

Developing organization

Developing organisations

- Change management programs
- Company culture change and integrations programs
- Developing a culture of safety at work by changing thinking
- Succession Programs
- Increasing customer satisfaction
- Increasing employees satisfaction
- Feedback based culture
- Train-the-Trainer – internal trainers academy (offline and online)
- Academy for internal mentors
- Diversity and inclusion

Diagnostics

Diagnostic tools

- 180°/360° feedback
- Mini 180°
- Assessment centres
- Development centres
- Assessing competences
- Employees satisfaction surveys
- Lencioni's assessment of team effectiveness
- TeamRocks
- CX Ray
- Team Booster

Personal diagnostics / typologies

- Lumina
- Insights Discovery
- DISC - Success Insights
- CliftonStrengths Talent Assessment (Gallup)
- Hogan tests
- Other personal typologies (MBTI / Predictive Index / Management Drives)

Consultancy

Consulting in selected topics

- Employee engagement
- Developing HR business partnering
- HR audit
- Performance management
- Talent management
- Succession planning
- Developing internal communication processes
- Employer branding
- Development programs based on Kirkpatrick´s methodology
- Company culture and values
- Managing complex change projects
- Analysis and development of sales processes
- Customer care process standardization
- Customer Experience
- Smart & Lean projects
- Gamification of internal processes (onboarding etc.)
- Diversity and inclusion

Facilitation

Facilitation of workshops, meetings and events

- Visual facilitation
- Graphical recording
- Vision & strategy
- TOP management teams facilitation
- Team Booster
- Calibration of people
- SMART & LEAN workshops
- Customer journey mapping
- Employee journey mapping
- CANVAS business model
- A new leader in a new team
- Diversity and inclusion

Coaching & Mentoring

Coaching

- Individual coaching
- Team coaching
- KATA coaching
- NLP coaching
- Embodied coaching
- How to deliver team coaching

Mentoring

On-line and off-line...

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Products and services portfolio

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