



Investing in your people



The Cegos Group at a glance



Operating in more than
50
countries through a network
of partners and distributors

1,500
employees and

+ 3,000
partner consultants

+ 3,000
digital learning assets
in more than
23
languages

+250,000
people trained each
year worldwide

Our hubs

Asia Pacific (HQ SG) | Brazil | China | France |
Germany | Italy | Latin America (HQ CL) |
Portugal | Spain | Switzerland | United
Kingdom

200 M€
in turnover

Our main partners

United States | Balkans | Czech Republic |
Hungary | Netherlands | Nordics | Poland |
Romania | Russia | Morocco | South Africa
India | Turkey | UAE | ...

20,000
Corporate customers

2.5 M
connected learners

International Recognitions and Awards

TOP 20 in Leadership Training, Custom Content Development, & Learning Services



15th
year in a row



10th
year in a row

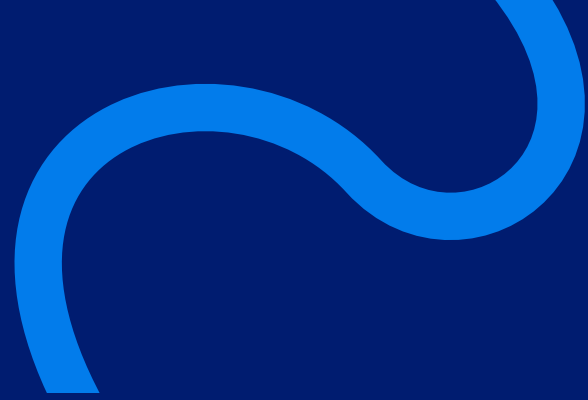


10th
year in a row



4th
year in a row





Our value proposition for international companies

Custom Design & Delivery

Fast, simple and effective deployment of your corporate programmes worldwide, with the right level of customisation.

Turnkey Training Portfolio

Sustainable partnership to deliver a single training or an entire course portfolio across your countries.

L&D Consultancy Services

Support for the efficient transformation and operation of your corporate L&D ecosystem.

Cegos

Skills-First approach

Learning Collection

Responding to the evolving needs of our clients, industry and modern workforce.



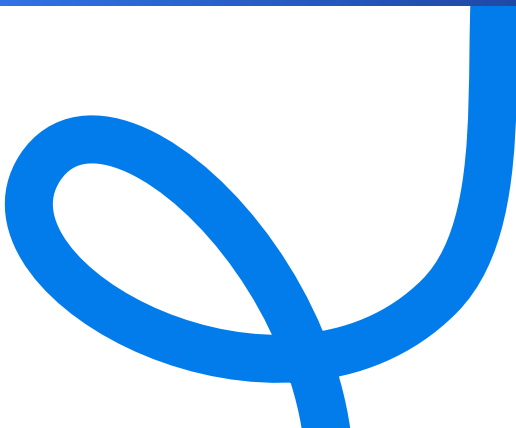
1. Comprehensive coverage of key skills essential for organizational success, locally and internationally.
2. Data-driven decision making for tailored solutions, based on skills assessments allowing for better alignment with business and individual goals.
3. Targeted results & increased productivity, by pinpointing specific skill gaps.
4. Workforce engagement and retention, by investing in the professional development of employees
5. Agile, scalable and flexible, with rich learning experience adapted to the client needs.

Ready to go collections



Managing & Leading Others

Advanced Team Management Skills	8
Coaching	9
Collaboration	10
Communication Skills for Managers: Across the Organization	11
Conflict Management Skills for Managers	12
Cross-functional Management	13
Data-driven Strategy: How to Enhance Team Performance	14
Delegation	15
Delegation Skills for Managers	16
Finance for Non-financial Managers	17
Leadership: Creating Team Synergy and Trust	18
Leadership: Unleashing the Power of Diversity	19
Management Fundamentals	20
Mentoring	21
Motivation	22
MyStory: How to Succeed as a New Manager	23
Remote Management	24
Strategic Thinking	25



Managing & Leading Others



Managing & Leading Others

Advanced Team Management Skills

Elevate your leadership skills and embrace a fresh approach to management. Learn to be a better leader to your team. Our comprehensive session is designed for experienced managers looking to refine their practices and embrace new dimensions of leadership.

Who will benefit?

Experienced managers wishing to improve their management practices.

Description

This dynamic session is designed for professionals seeking to master the art of leading high-performance teams. Through interactive workshops, real-world case studies, and hands-on exercises, participants will gain deeper insights into advanced team dynamics, conflict resolution, and strategic delegation. Learn cutting-edge techniques to inspire and motivate your team, drive productivity, and achieve exceptional results.

Duration

2 Day

Objectives

- Gain perspective on your managerial practices.
- Define and communicate a team project.
- Adopt a coaching manager posture.
- Develop emotional competence as a manager.
- Embrace methods of collective intelligence.

What you'll get

- Enhanced Leadership Techniques.
- Team Dynamics Understanding.
- Decision-Making Frameworks.
- Advanced Communication Strategies.



Managing & Leading Others

Coaching

In competitive times, businesses need more than ever to improve performance. Fostering a coaching culture has proven to be an effective strategy for businesses to maximize employee potential. This approach drives organization-wide behavioral changes, empowering staff to actively pursue learning opportunities, discover solutions, and explore new possibilities. People perceive coaching as a beneficial management style that leverages their skills and knowledge to unlock their full potential.

Who will benefit?

Professionals who manage or support others in learning a new job, responsibility or activity.

Description

During this session we introduce and use the GROW model of coaching to provide a structure for the coaching process and conversations.

You will have the opportunity to practise the key communication skills of effective questioning and active listening, intended to raise your coachee's self-awareness and generate ownership and responsibility.

Duration

½ Day - 1 Day

Objectives

- Understand what coaching is and its benefits.
- Understand when to use coaching.
- Learn the GROW coaching model
- Develop coaching skills by using listening, observing and questioning skills.
- Apply coaching skills.

What you'll get

- Interactive Learning.
- Increased Confidence.
- Enhanced Coaching Skills.



Managing & Leading Others

Collaboration

In today's dynamic work environment, the ability to collaborate effectively can turn challenges into opportunities. Picture a team where every member feels valued, shares ideas openly, and builds off each other's strengths. Together, they create solutions that exceed individual capabilities. Learn how to foster this collaborative spirit, cultivate trust among colleagues, and transform group efforts into remarkable achievements.

Who will benefit?

Professionals at all levels of an organization, managers, and leaders, as well as teams and departments that work interdependently.

Description

Collaboration is more than just teamwork; it is about building a culture of mutual respect, open communication, and shared responsibility. In this session, you will learn practical strategies for fostering a collaborative environment. Through insightful discussions, you will explore techniques for effective communication, trust-building, and conflict resolution. We aim to empower individuals to contribute meaningfully to their teams and organizations, creating a workplace where collaboration is second nature and success is a shared achievement.

Duration

½ Day - 1 Day

Objectives

- Understand your approach to collaboration.
- Build a culture of effective collaboration in your teams.
- Recognise the most common causes of conflict in teams and take steps to manage it.
- Apply the principles of physical collaboration to other forms of 'virtual' collaboration.

What you'll get

- Gain insight into your personal collaboration style and how it influences team dynamics.
- Learn strategies to cultivate a culture where collaboration thrives, enhancing team cohesion and productivity.
- Identify common sources of team conflict and develop techniques to address and resolve these issues effectively.



Managing & Leading Others

Communication Skills for Managers: Across the Organization

Develop the communication skills needed to lead with impact.

This training helps managers build strong relationships, communicate effectively in hybrid environments, and handle challenging situations with ease. Learn to adapt your style, engage your team, and interact effectively with senior management—all through practical exercises designed for real-world application.

Who will benefit?

- Operational manager or project manager from any sector of activity.
- Manager practicing hybrid management: face-to-face, remotely, teleworking.

Description

This training focuses on the effectiveness of frontline managers in building relationships and communicating with both their team and superiors.

Through the tools and various exercises offered, this training enables participants to work on communication situations encountered by the manager in their professional environment, whether they are remote or face-to-face.

It provides concrete answers to questions such as: how to communicate effectively with one's hierarchy and team, and how to adapt, convince, mobilise, listen, and explain.

Duration

2 Days

Objectives

- Organise communication according to different situations: remote, face-to-face, hybrid.
- Adapt communication style to various interlocutors.
- Enhance relational skills in diverse management scenarios.
- Effectively address delicate situations.

What you'll get

- Manager: Understanding yourself better
- Developing flexibility in communications styles
- Establishing an effective relationship with your superiors
- Conducting individual meetings in person and remotely
- Revitalising managerial communication
- Handling delicate situations



Managing & Leading Others

Conflict Management Skills for Managers

In any team, conflicts are inevitable, but how they are managed can make all the difference. As a manager, you will gain the skills to turn disputes into opportunities for growth.

You will learn to approach conflicts with confidence, communicate in ways that strengthen relationships, and mediate issues to foster a collaborative atmosphere. With these abilities, you will not only resolve disagreements but also build a more cohesive and productive team.

Who will benefit?

Every manager, whether hierarchical or cross-functional, or project leader.

Description

This session equips managers with essential conflict management skills to handle disputes effectively within their teams.

Participants will learn strategies for addressing and resolving conflicts, communicate constructively to maintain positive relationships, and mediate disputes to foster a collaborative work environment.

By mastering these techniques, managers will enhance their ability to lead effectively and create a harmonious workplace.

Duration

2 Days

Objectives

- Diagnose and analyse different types and levels of conflict.
- Recognise your sphere of influence for addressing conflict.
- Enhance comfort and effectiveness in conflict management.
- Effectively address post-conflict situations and restore trust.

What you'll get

- Techniques for effectively addressing and resolving conflicts within their teams.
- Strategies to communicate constructively and facilitate positive dialogue.
- Skills to mediate disputes and foster a collaborative work environment.



Managing & Leading Others

Cross-functional Management

Imagine a company where departments collaborate effortlessly, merging their unique skills to fuel success and innovation. This is the essence of cross-functional management, where barriers are dismantled, and collective brilliance thrives. Explore how various functions can synchronize their objectives, share insights, and operate as a cohesive unit to address complex challenges and seize new opportunities.

Who will benefit?

Team leaders, project managers, department heads, and senior executives

Description

This dynamic session is designed to equip leaders and team members with essential skills to navigate and excel in a collaborative environment. Participants will learn how to bridge gaps between departments, enhance communication across functions, and foster a unified approach to achieving organizational goals, gaining practical insights into managing diverse teams, optimizing workflow, and driving innovation.

Duration

3 x ½ Day or 2 Days

Objectives

- Position yourself in your cross-functional management role and defining your intervention strategy.
- Develop your influence without hierarchical authority.
- Ensure cross-functional coordination.
- Develop cooperative behaviours with stakeholders and their superiors.
- Communicate effectively to develop autonomy and confidence.

What you'll get

- Increased Understanding of Cross-Functional Roles.
- Innovative Thinking.
- Enhanced Communication Skills.
- Improved Collaboration Techniques.



Managing & Leading Others

Data-driven Strategy: How to Enhance Team Performance

Navigating the sea of data can be like steering a ship through foggy waters. With the right tools and techniques, you can cut through the haze and set a clear session for your team's success. Discover how to transform raw data into actionable insights that drive team performance and strategic decisions. Harness the power of analytics and watch your strategies take shape, guiding your team to achieve their goals with precision and confidence.

Who will benefit?

Managers, team leaders, and decision-makers who are keen on leveraging data to optimize their team's effectiveness.

Description

This session is designed to equip you with the tools and techniques necessary to leverage data for enhancing team performance and achieving strategic goals. By the end of this session, you will have a solid understanding of how to use data strategically to enhance team dynamics, improve productivity, and achieve your organizational goals.

Duration

½ Day

Objectives

- Understand the importance of data and how the absence of effective data analysis may affect the company's performance.
- Perceive how to drive data analysis in agreement with the set objectives.
- Develop a strong analytics strategy to help with decision-making.
- Recognise and use tools and techniques that are commonly used.

What you'll get

- Understanding of Key Metrics.
- Data Analysis Techniques.
- Strategy Development.
- Case Studies and Examples.



Managing & Leading Others

Delegation

In the dynamic world of leadership, striking the right balance between managing tasks and empowering your team can transform outcomes. Imagine the increased productivity that can be achieved when you trust and empower your team, knowing they possess the skills to excel and take ownership of their responsibilities.

By mastering the art of delegation, you will transform from a micromanager into a strategic leader who fosters growth and innovation. As you refine your skills, you will see how empowering others not only eases your workload but also inspires motivates your team to achieve greater success.

Who will benefit?

Professionals looking to boost productivity, enhance team dynamics, and achieve better overall results through strategic delegation.

Description

Effective delegation not only empowers team members but also builds trust and cultivates a vibrant, efficient workplace.

In this session you will master the art of delegating tasks effectively, ensuring that responsibilities are matched with team members' strengths and capacities.

You will delve into techniques for clear communication, performance monitoring, and providing feedback, all designed to maximize team potential and achieve outstanding results.

Duration

½ Day

Objectives

- Assess your own delegation attitude, practice and skills.
- Learn how to approach delegation (what, why, who, how).
- Practise delegating.
- Produce your own delegation plan to use after the workshop.

What you'll get

- Discover how to optimize your time by effectively distributing responsibilities.
- Understand how delegation can be a tool for developing and motivating your team members.



Managing & Leading Others

Delegation Skills for Managers

Master the art of delegation with our focused training. Learn to implement rigorous and effective delegation techniques, create conditions that foster employee accountability, and use delegation to develop your team's skills.

Transform delegation meetings into key management moments, helping you avoid feeling overwhelmed and encouraging your collaborators to take initiative. Empower your team and guide them towards greater autonomy through trust and effective delegation practices.

Who will benefit?

- Hierarchical or cross-functional manager.
- Project manager.

Description

Effective delegation fosters employee growth, enhances their skills, and empowers them to work independently. This training is designed to help you achieve just that.

Do you often feel overwhelmed? Do you struggle with team members who hesitate to take initiative?

By the end of this training, you will know how to overcome these challenges and turn delegation into a powerful management tool—built on trust, accountability, and empowerment.

Duration

2 Days

Objectives

- Implement rigorous and effective delegation techniques.
- Create favourable conditions for employee accountability.
- Delegate to develop employees' skills.
- Make delegation meetings a highlight of management.

What you'll get

- Organise delegation as a performance lever.
- Conducting the delegation process effectively.
- Motivation and empowering employees in delegation.
- Obtain the tools and adopt a coaching manager posture to make delegation a learning lever.



Managing & Leading Others

Finance for Non-financial Managers

Gain a good understanding of financial mechanisms to enhance decision-making and performance. Learn to measure the financial impact of your decisions, identify key performance drivers, and communicate effectively with finance teams.

Who will benefit?

Non-financial managers

Description

A clear understanding of financial mechanisms is essential for any operational manager. The objective of this training is to explore the language and mechanisms of finance. In order to progress, managers must understand financial mechanisms, identify the key drivers of financial performance, and conduct quick financial analyses.

This knowledge is essential to:

- Measure the impact of their decisions on the company's financial performance,
- Understand management's financial requirements, and
- Communicate effectively with the finance department.

Duration

2 Days

Objectives

- Measure the impact of decisions on the company's financial performance.
- Understand management's financial requirements.
- Communicate effectively with the financial department.

What you'll get

- This training focuses on applying skills in workplace situations by combining the benefits of group training with individual digital learning activities for greater effectiveness.
- Numerous case studies to facilitate learning.
- A best-seller training praised by thousands of learners.



Managing & Leading Others

Leadership: Creating Team Synergy and Trust

Unlock the power of effective leadership with our workshop focused on synergy and trust.

Learn how to foster a culture of trust within your teams and organization, and transition to a leadership style rooted in trust and credibility. By understanding and leveraging synergy, you will amplify collective strengths, enhance team cohesion, and drive sustained organizational success.

Develop the integrity, competence, and genuine concern needed for impactful leadership.

Who will benefit?

Team leaders and managers who want to improve trust and synergy in their teams and organization.

Description

Understanding synergy and trust is fundamental to effective leadership. Synergy, the collaboration of team members, amplifies collective strengths, while trust fosters open communication and mutual respect. Transitioning to leadership based on trust and credibility requires leaders to demonstrate integrity, competence, and genuine concern for their team's well-being. This shift not only enhances team cohesion but also drives sustained organizational success.

Duration

1 Day

Objectives

- Understand how synergy and trust are fundamental to leadership.
- Foster a culture of trust within your teams and the organization.
- Transition to a leadership style based on trust and credibility.

What you'll get

- Understand Synergy and Trust – Explore their impact on teamwork and workplace relationships.
- Foster a Culture of Trust – Identify key elements, benefits, and barriers.
- Lead with Trust and Credibility – Develop essential leadership behaviors and actions.
- Apply and Sustain Change – Create a practical action plan for long-term success.



Managing & Leading Others

Leadership: Unleashing the Power of Diversity

In today's dynamic and diverse workplaces, the true potential of teams lies in embracing and harnessing their varied perspectives. Leaders play a pivotal role in this transformation, cultivating environments where diversity is not just acknowledged but celebrated.

Learn how to transform diverse viewpoints into sources of strength and innovation, and discover strategies to foster an inclusive culture that drives collective success. By leveraging the unique qualities of your team, you can achieve groundbreaking results and elevate the overall impact of your leadership.

Who will benefit?

Those who aspire to lead with a deeper understanding of diversity's impact on organizational culture and performance.

Description

This session will make you understand the value of diverse perspectives and how they contribute to innovation and team success.

Learn strategies to create an inclusive environment where every team member feels valued and motivated. Gain insights into how embracing diversity can enhance decision-making, drive creativity, and lead to better outcomes for your organization. Develop the skills to transform diverse viewpoints into a powerful advantage, making you a more effective and impactful leader.

Duration

3 x ½ Day

Objectives

- To cultivate an inclusive leadership style that leverages diverse perspectives.
- To enhance understanding of how diversity can drive innovation and performance.
- To develop strategies for building and leading diverse teams effectively.

What you'll get

- Learn strategies for fostering innovation and improving team performance through diversity.
- Develop skills for effectively managing and leading diverse teams.
- Discover techniques for recognizing and mitigating unconscious biases.



Managing & Leading Others

Management Fundamentals

Managing a team involves balancing competing priorities, diverse personalities, and constant pressure to keep the team on track. Every decision, interaction, and conversation shapes your team's success.

Effective management is not just about grand strategies; it is the everyday moments that define your professionalism. Whether you are meeting with a team member, resolving conflicts, or leading discussions, these interactions are crucial to fostering a successful and cohesive team.

Who will benefit?

Managers looking to enhance their existing skills

Description

Gain essential skills and insights that form the backbone of effective management.

This session focuses on building a strong foundation in leadership, communication, and decision-making.

Learn how to navigate the complexities of team dynamics, develop strategies for successful project management, and enhance your ability to motivate and guide your team.

Duration

2 Days

Objectives

- Develop effective managerial communication.
- Delegating responsibility.
- Conduct meetings and interviews efficiently.
- Develop employee engagement.

What you'll get

- Develop strategies to lead, motivate, and inspire your team.
- Understand how to delegate tasks efficiently and empower your team.
- Learn how to foster collaboration and build a cohesive, high-performing team.



Managing & Leading Others

Mentoring

In every successful career of an individual, there comes a time when the experienced encounters an opportunity to guide others. A seasoned professional offering valuable insights that could transform a colleague's entire journey.

Mentoring is more than just offering advice; it is about building a relationship that fosters growth, confidence, and the transfer of wisdom. By understanding how to effectively mentor, individuals can play a crucial role in shaping the future of their teams and organizations. It is a process where both mentor and mentee grow, creating a ripple effect that strengthens the entire workplace.

Who will benefit?

- Managers who want to develop leadership skills and foster the growth of their team members.
- HR professionals who want to build strong mentoring sessions.

Description

This session offers a comprehensive understanding of the mentoring process, guiding participants on how to build strong, trust-based relationships that foster growth.

You will learn how to provide meaningful guidance, support, and feedback, helping others navigate their career paths and challenges.

By the end of the session, you will be equipped with the skills to inspire and empower your mentees, creating a positive impact on both individual and organizational success.

Duration

½ Day

Objectives

- To understand the key principles and practices of effective mentoring.
- To develop skills for building strong, trust-based mentoring relationships.
- To understand the benefits of mentoring for personal and organizational growth.

What you'll get

- Skills to provide meaningful guidance, support, and constructive feedback.
- Enhanced communication abilities to better connect with and inspire mentees.
- Strategies for setting clear goals and tracking progress in mentoring partnerships.



Managing & Leading Others

Motivation

Working professionals face more challenges every day, with some days being more demanding than others. Amidst the hustle, some team individuals shine with enthusiasm, while others struggle to stay motivated.

Discover how to turn that struggle into strength, fostering an environment where motivation thrives naturally. Picture a workplace where each individual feels inspired and driven, ready to tackle their goals with renewed energy.

In this journey, you will explore practical strategies and insights that turn motivation from a fleeting feeling into a consistent force, towards your highest potential.

Who will benefit?

Team leaders, HR professionals, and executives looking to enhance workplace morale and productivity.

Description

Transform your approach to team motivation by discovering effective strategies to ignite passion and drive in every individual.

Explore key principles of motivation and learn how to create a supportive environment that encourages continuous growth and enthusiasm.

By understanding the dynamics of what inspires people, you will be equipped to foster a workplace where motivation is not just a concept but a reality.

This journey will help you develop practical tools to energize your team and cultivate a culture where everyone is engaged and committed to achieving their best.

Duration

3 x ½ Day or 2 Days

Objectives

- To create a supportive environment that fosters continuous enthusiasm.
- To identify and address common motivational challenges.
- To enhance overall team productivity and morale.

What you'll get

- Techniques to overcome common motivational obstacles.
- Enhanced skills for boosting team productivity and morale.
- Insight into effective motivation principles and theories.
- Practical strategies to inspire and energize team members.



Managing & Leading Others

MyStory: How to Succeed as a New Manager

Hit the ground running in your new managerial role with skills to help you thrive and succeed.

This is not just another management course but a blueprint for success, designed to equip you with the skills and confidence to lead with impact from day one.

Walk into your new role with a clear set of objectives that align with your personal and organizational goals, and build a motivated, high performing team.

Who will benefit?

Ideal for recently promoted managers, aspiring leaders, and individuals transitioning into managerial roles for the first time.

Description

In this session, you will unlock the power of meaningful conversations that not only engage but inspire your team.

Learn the art of delivering feedback that drives real improvement, and develop a leadership style that adapts seamlessly to every team member, from seasoned pros to enthusiastic newcomers.

You will gain the skills to tailor your management approach to a variety of team dynamics, while mastering performance management techniques that ensure clear goals, measurable progress, and continuous success for both your team and the entire organization.

Ready to lead with confidence?

Duration

3 x ½ Day or 2 Days

Objectives

- Uncover the biggest challenges new managers face and how to tackle them with confidence.
- Master the first steps to success by building strong relationships with your team, employees, and upper management.
- Learn how to lead impactful conversations that drive results, deliver feedback, and refocus your team when needed.
- Adapt your management style to suit different employee profiles, from seasoned experts to eager beginners.
- Become a performance management pro by setting clear objectives and ensuring they are achieved, driving success for your team and the organization.

What you'll get

- Foundational Leadership Skills.
- Conflict Resolution.
- Emotional Intelligence.
- Practical Tools and Techniques.



Managing & Leading Others

Remote Management

Navigating the world of remote work comes with its own set of challenges. Without the usual face-to-face interactions, it can be hard to keep everyone on the same page, maintain team morale, and ensure productivity stays on track.

Communication gaps, feelings of isolation, and managing different time zones can make leading a remote team feel overwhelming.

Master the skills necessary to effectively lead and manage remote teams with confidence.

Who will benefit?

- Beneficial for those who are new to managing virtual teams and need to adapt their leadership style to a remote work environment.
- HR professionals and organizational leaders responsible for implementing remote work policies and practices will gain valuable insights to support their teams effectively.

Description

This session equips managers with essential tools and strategies for remote work. You will learn how to foster collaboration and maintain productivity in a virtual environment.

Discover effective methods for virtual communication and team building. Gain insights on managing performance and keeping your team engaged, even from a distance. We will also address the unique challenges of remote management and provide practical solutions to ensure success.

Duration

2 Days

Objectives

- Develop effective communication strategies to maintain clarity and consistency in a remote setting.
- Implement performance management practices tailored to remote teams, including setting clear goals and providing constructive feedback.
- Identify and address common challenges of remote management, such as time zone differences and isolation.

What you'll get

- Gain methods for tracking and evaluating remote team performance effectively.
- Discover ways to keep remote employees engaged and motivated.
- Learn techniques to help your team maintain a healthy work-life balance.



Managing & Leading Others

Strategic Thinking

In today's rapidly changing competitive landscape, it is essential for those shaping an organization's future to develop the ability to anticipate and mitigate threats while also forecasting and capitalizing on opportunities.

Strategic thinking at every business level empowers individuals to maximize their roles, continuously seeking ways to enhance their work and contribute to long-term success.

Who will benefit?

Professionals at all levels who are involved in decision-making, planning, and leadership.

Description

This session focuses on developing the skills necessary to formulate and execute effective strategies. It involves understanding market dynamics, anticipating future trends, and making informed decisions that align with long-term objectives.

Participants will learn to analyze complex situations, create actionable plans, and adapt strategies to evolving circumstances, ensuring they can lead with foresight and agility.

Duration

½ Day

Objectives

- Importance of strategy.
- Key elements of strategic thinking.
- Strategic thinking tools.

What you'll get

- Insights into analyzing complex situations and making informed decisions
- Techniques for analyzing complex situations and making informed decisions
- Practical experience through case studies and real-world scenarios





cegos.com.sg
learn@cegos.com.sg