



Mind-opening Trainings

OUR OFFER

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About



BOLD STATEMENT

Our mission

We are business psychologists and trainers who collaborate with organisations to provide solutions, focused on **human side of their business**.

We believe that people are naturally creative, curious and open-minded.

We believe that they strive for self-fulfillment and excellence in all areas of life: work, relationships, education, hobbies.

We want to support them in the pursuit of self-fulfillment in personal and professional life by providing them with tools and techniques to improve their soft skills, through working on their behaviors and attitudes.

We want them to be able to strengthen their sense of **ownership, engagement and self-agency**, both on the organisational and personal level.

SERVICES

What we do?

We support organisations by delivering customised development solutions:

- ✓ Development Programs
- ✓ Training
- ✓ Webinars & Public Speeches
- ✓ EI Diagnosis



Development programs



TAILORED TO FIT

Development programs

Our programs include a series of developmental activities:

- ✓ training
- ✓ individual projects led by participants

that allow for complex and in-depth development of skills needed in their roles.

Apart from training, participants are involved in leading projects that let them practice acquired skills between the sessions. All activities are carefully selected and tailored to fit the organization's purpose.

DEVELOPMENT PROGRAMS:

- ✓ Leadership Academy
- ✓ Influential Leadership
- ✓ Train the Intercultural Trainer
- ✓ Train the Trainer



LEARNING TO LEAD

Leadership Academy

Directed to leaders who are just taking their first steps in team management. Focused on the development of the most important interpersonal skills.



About the program

The transition from the role of a specialist to the position of a team leader is one of the key and most important changes in the career path. Competences that previously allowed them to deal well with ambitious challenges may now turn out to be insufficient. To be successful in your new role and become a leader others want to follow, you need new skills.

The Academy is directed to leaders who are just taking their first steps in team management. We focus on the development of the most important interpersonal skills, i.e., those that are necessary in working with other people. We want the process of transition from the role of an individual specialist to the role of a leader to be as satisfying and effective as possible.

Program objectives

By participating in the training program, participants will be able to:

- ✓ smoothly move from being a specialist to a leader
- ✓ develop and strengthen the behaviors and attitudes desired in the new role
- ✓ develop leadership maturity in line with the expectations of the organization
- ✓ apply acquired knowledge and skills in everyday work
- ✓ learn and use tools and methods specific to the role of a leader
- ✓ make decisions related to the development of oneself and others
- ✓ deal with difficult situations in the leader's work
- ✓ strengthen the development of the organization while developing oneself



ENHANCED LEADERSHIP

Leading with Impact

Designed to provide a highly practical perspective on one of today's most pressing business issues: how to lead and navigate successfully in a complex world of interpersonal relationships.





LEADING WITH IMPACT

About the program

The program helps participants, managers with 3-6 years' experience, develop core leadership competences and skills that are necessary to effectively perform as a manager and impact other members of your organization in a way that builds engagement, accountability and self-agency.

By improving your self-awareness in the fields of Emotional Intelligence, assertiveness, building a motivating environment and deepening skills of managing across borders you will learn to reach better results through others in a way that is both ethical and effective.

LEADING WITH IMPACT

Program objectives

By participating in the training program, participants will:

- ✓ expand the knowledge on the role of Emotional Intelligence in professional life, develop Emotional Intelligence skills and learn how to implement them at everyday work as Leader
- ✓ master assertive techniques to work with other members of organization based on mutual respect and care for results
- ✓ learn to use the methods of motivating others
- ✓ acquire and develop skills in negotiating and dealing with difficult situations negotiation
- ✓ deepen the acquired knowledge and skills in everyday activities and dealing with difficult situations from a managerial perspective

Trainings



TRAINING

Leadership

The changes brought by the Industry 4.0 are significant. On one hand, they flattened organisations, therefore more people take on leadership roles and feel engaged at work.

On the other hand, it improves succession planning which in turns, allows the senior leaders to focus on the strategy.

To add value and be sure that these leaders will achieve great results, we support their development and offer guidance.

TRAINING TOPICS:

- ✓ Building and managing virtual teams
- ✓ Cross-cultural competences
- ✓ Delivering difficult messages to employees
- ✓ First Time Manager
- ✓ Managing different generations
- ✓ Motivating others
- ✓ Emotionally Intelligent Manager
- ✓ Assertive Manager



TRAINING

Cross-cultural communication

Our training programs aim to develop cultural agility and ability to recognize cultural aspects of different work styles.

Nowadays, when intercultural contacts are the norm rather than the exception, the ability to navigate successfully between different contexts is extremely important.

We focus on developing the knowledge, skills and attitudes necessary to work with counterparts from different cultures and locations. We do that by helping to build **strategies to bridge cultural gaps** and by deepening the knowledge of the “why” behind common cultural differences.

TRAINING TOPICS:

- ✓ Working in an international team
- ✓ Managing culturally diverse teams
- ✓ High performing virtual teams
- ✓ Relocation training



TRAINING - SERVICE OFFERING

Assertiveness

How to live in harmony with yourself, express your feelings and thoughts while respecting the rights of other people? How to defend yourself against the negative actions of other people?

With all the changes affecting the employment market, assertiveness has become one of the key competences of an effective manager and specialist.

It's essential for building authority, employee commitment and sense of belonging. It also helps when giving orders and delegating, solving conflicts, managing performance.

Assertive manager is able to communicate efficiently and openly and creates relationships based on respect and dignity.

TRAINING TOPICS:

- ✓ Assertiveness
- ✓ Assertive Manager



TRAINING

Emotional Intelligence

Emotions are a part of our lives and we don't put them aside when in work. Thanks to emotions we we can function effectively in a team, motivate ourselves and reach our goals. Emotional Intelligence (EI) just as other skills can be improved and developed. Higher EI gives us a market advantage and helps to develop the key competences needed to operate effectively in today's world.

Knowing the level and profile of EI gives an insight into how the individual functions in facing contemporary challenges - both individual and team. The TIE test diagnoses and helps to develop the key competences needed to operate effectively in today's world.

TRAINING TOPICS:

- ✓ EI Training
- ✓ Emotionally Intelligent Manager
- ✓ EI Diagnosis

TRAINING

Personal effectiveness & self-management

Personal efficiency has become one of the most important competences in the recent years.

Expectations for our efficiency are continuously growing, we are constantly experiencing situations and related stimuli that need our attention.

In order to address all expectations, we need to continuously work on strong pillars of making us effective.

TRAINING TOPICS:

- ✓ Influencing others
- ✓ Assertiveness
- ✓ Interpersonal communication
- ✓ Setting and defining self-developmental goals
- ✓ Personal efficiency
- ✓ Creative thinking
- ✓ EI Training
- ✓ EI diagnosis



TRAINING

Team effectiveness

Teamwork is treated today as reality and is inevitable in many projects.

It is no secret that what we mean by 'teamwork' is much more than simply bringing together a group of people.

Working with each other does not equal teamwork.

So what does it take to create purpose, sense of belonging and commitment to get this added value?

TRAINING TOPICS:

- ✓ Effective cross-cultural communication
- ✓ Interpersonal communication
- ✓ Providing and receiving feedback
- ✓ Team building workshops

Webinars & public speeches



POWER SPEECHES

Webinars & Public Speeches

We deliver webinars, public speeches & presentations for employees on various topics within our area of expertise.

The subject of each session depends on specific clients needs so please contact us to find the right solution for your organisation.

POSSIBLE TOPICS:

- ✓ Working effectively across borders.
- ✓ Digital body language – how to communicate in a virtual team.

Meet your trainers



Joanna Baginska

BUSINESS PSYCHOLOGIST, CERTIFIED SOFT SKILLS TRAINER AND EI DIAGNOSTICIAN

She graduated from the Faculty of Social Sciences at Adam Mickiewicz University in Poznań, and obtained NLP Gate and Centre for Psychological Assistance and Education qualification through INTRA in Warsaw.

As a trainer, Joanna specializes in assertiveness and interpersonal communication, Emotional Intelligence, leadership and motivational processes, just to name a few.

She has a broad experience in projects related to internal structures of enterprises at home and abroad, advisory positions, recruitment and management; she works with consulting and training companies, private enterprises, NGOs and public institutions.

Joanna likes to share her skills and knowledge that positively impacts others. She believes in the power of

education and the development potential of all people. And this is why she has become a trainer - this way she helps people introduce changes.

Since 2009, she is actively engaged in development, facilitation and delivery of trainings and L&D programs. Joanna also gained experience working with and for international teams, being internal trainer in IT outsourcing company. While working with others, she emphasizes authenticity, ethical behaviors and such values as respect and dignity.



Iga Machalewska

**SOFT SKILLS AND INTERCULTURAL COMPETENCE TRAINER
WITH MASTER'S DEGREE IN PSYCHOLOGY**

Iga is a psychologist, business trainer working with others to help them improve their people skills. She is an expert in the area of cross cultural communication, graduated from the Jagiellonian University with specialization in acculturation psychology. She completed the Co-active Coach Training Program (Part of an ICF Accredited Coach Training Program) at the Coaches Training Institute in London and is a certificated Emotional Intelligence trainer.

Iga is interested in helping us improve how we manage emotions so they are an ally in our work and everyday life.

She gives lectures in the subject of working in cross cultural and virtual teams at postgraduate studies at University of Science and Technology in Krakow and at MBA studies at Krakow University of Economics.



Get in touch with us:
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