



# TROODI

OUR LEARNING PROGRAM PORTFOLIO



# TROODI'S DIGITAL LEARNING PROGRAMS



Welcome!

It is nice to see that you are interested in our digital learning programs!

On the following pages you will find a complete overview of our English learning programs. Our portfolio currently includes more than 50 learning programs in nine different subject areas. Our team is constantly working on developing new learning programs for our users.

In this brochure you will first find an overview of our thematic clusters, followed by detailed information on each individual learning program per cluster.

If you have any questions about our current or in-production learning programs, please feel free to contact us.

Best,

Mona Markmann



**MONA MARKMANN**

Head of Digital Product

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## PERSONAL DEVELOPMENT

PERSONALITY  
DEVELOPMENT &  
MINDSET

HEALTH &  
INNER BALANCE

PRESENCE &  
PERSONAL BRAND

# CONFLICT MANAGEMENT – UNDERSTANDING AND SOLVING CONFLICTS



↩ Personality development & mindset




 Watch trailer



## CHAITAL HARRY

Psychologist and coach for communication and teamwork

### OVERVIEW:

-  8 chapters
-  3.5 hours
-  English, German

### DESCRIPTION:

In this learning program, participants use practical examples to better understand conflict dynamics and learn techniques to resolve conflicts in sustainable and inclusive ways. The program is designed for employees of all levels and experiences who want to make their own conflict behavior more constructive and solution-oriented.

### LEARNINGS:

- ✓ Understanding (your own) conflict behavior
- ✓ Overview of conflict strategies and patterns
- ✓ Identifying conflict dynamics
- ✓ Developing techniques for conflict resolution
- ✓ Managing the conflicts that you are currently facing

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# HANDLING FEAR AND UNCERTAINTY – EMPOWERING YOURSELF



↩ Personality development & mindset




 Watch trailer



## PHILIP KLASEN-SCHWIDETZKI

Coach and founder of troodi

### OVERVIEW:

-  9 chapters
-  3 hours
-  English, German

### DESCRIPTION:

This learning program focusses on forming a positive mindset even in uncertain and possibly threatening times. It contains several tools to identify one's own internal strengths and external resources. A program for all employees of an organization who want to strengthen themselves for dealing with uncertainty in a dynamic working world.

### LEARNINGS:

- ✓ Understanding fear responses
- ✓ Empowering oneself in an uncertain world
- ✓ Recognizing and strengthening of own resources
- ✓ Development of a Growth Mindset
- ✓ Seeing the world from a positive yet realistic perspective

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP



# MOTIVATION – MOTIVATING MYSELF AND OTHERS



↩ Personality development & mindset

 Watch trailer



## CHAITAL HARRY

Psychologist and coach for communication and teamwork

### OVERVIEW:

 11 chapters

 3 hours

 English, German

### DESCRIPTION:

In this learning program, participants reflect on their individual sources of motivation and how they can best use them for themselves. The learning program focuses on the question of how participants can positively influence the motivation of their colleagues and team members.

### LEARNINGS:

- ✓ Understanding motivation and basic psychological needs
- ✓ Reflection on your needs
- ✓ Identification of sources of motivation at work
- ✓ Formulation of own purpose
- ✓ Motivating others and developing a team purpose

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# SHE IS STRONG – WOMEN AT WORK

↪ Personality development & mindset



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## JUDITH HAUPT

Trainer and coach for leadership and empowerment

### OVERVIEW:

 10 chapters

 4 hours

 English, German

### DESCRIPTION:

This learning program strengthens the self-confidence and skills of female leaders. Participants learn how to deal with (unconscious) bias, use their own strengths and build a network. The learning program is aimed at female managers who want to strengthen their female role in everyday work.

### LEARNINGS:

- ✓ Understanding the relevance of women at work
- ✓ Strengthening of confidence at work and in daily life
- ✓ Recognizing and managing unconscious bias
- ✓ Developing strategies to network effectively
- ✓ Creating positive affirmations

PERSONAL DEVELOPMENT

COLLABORATION

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# THE POWER OF DIVERSITY AND INCLUSION

↩ Personality development & mindset



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## CHAITAL HARRY

Psychologist and coach for communication and teamwork

### OVERVIEW:

 9 chapters

 3.5 hours

 English, German

### DESCRIPTION:

In this learning program, participants learn what diversity and inclusion are, why they are so important, and how to work with and lead diverse teams, creating a safe environment for all. A program for all employees who want to draw potential from diverse teams.

### LEARNINGS:

- ✓ Enhanced understanding of the value of Diversity & Inclusion
- ✓ Unpacking unconscious bias
- ✓ Deeper self awareness
- ✓ Creating belonging at work
- ✓ Becoming an inclusive leader

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# UNCONSCIOUS BIAS – RAISING AWARENESS AND REDUCING HARM



↩ Personality development & mindset




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## REA ELDEM

Founder of IN-VISIBLE and expert on diversity & inclusion

### OVERVIEW:

-  10 chapters
-  3 hours
-  English, German

### DESCRIPTION:

Participants learn about different forms of unconscious bias in the workplace. This learning program explains how to identify and approach unconscious biases and gives practical examples of how to deal with difficult situations. A program for employees who want to prevent discrimination and strengthen diversity.

### LEARNINGS:

- ✓ Understanding unconscious prejudices
- ✓ Practical methods for raising awareness of one's own biases
- ✓ Measures to establish structural changes
- ✓ Identification of different forms of discrimination
- ✓ Overcoming unconscious bias

PERSONAL DEVELOPMENT

COLLABORATION

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## PERSONAL DEVELOPMENT

PERSONALITY  
DEVELOPMENT &  
MINDSET

HEALTH &  
INNER BALANCE

PRESENCE &  
PERSONAL BRAND

# RESILIENCE – CULTIVATING YOUR INNER STRENGTHS



↩ Health & inner balance

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## ROSIE CHIRONGOMA

Coach for health, communication,  
and personal development

### OVERVIEW:

 13 chapters

 3 hours

 English, German

### DESCRIPTION:

Participants learn about the concept of resilience and how they can master difficult challenges. Using the model of the 7 Pillars of Resilience, they strengthen their individual stress management skills and resilience at their workplace. The program is designed for all employees who want to be more resilient when facing challenges.

### LEARNINGS:

- ✓ Developing and strengthening resilience
- ✓ Overview of the 7 Pillars of Resilience
- ✓ Employing strategies and methods to improve resilience
- ✓ Fostering optimism and solution-oriented thinking
- ✓ Enhancing Self-Regulation

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# SELF CARE – DEALING WITH STRESS AND PREVENTING BURNOUT



↩ Health & inner balance

 Watch trailer



## ROSIE CHIRONGOMA

Expert in health & personal development

### OVERVIEW:

 11 chapters

 4 hours

 English, German

### DESCRIPTION:

In this learning program, participants learn ways to manage stress and prevent burnout. They learn about the five pillars of Self Care and develop mental stress management skills. The program is aimed at all employees who want to actively prevent stress and burnout.

### LEARNINGS:

- ✓ Understanding stress and its long-term consequences
- ✓ Theoretical knowledge about burnout and preventive possibilities
- ✓ Identifying and reducing sources of stress
- ✓ Developing mental stress management skills
- ✓ Practical methods for stress reduction in everyday life

PERSONAL DEVELOPMENT

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# SELF-EFFICACY – THE POWER OF BELIEVING IN YOURSELF



↩ Health & inner balance

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## AMANDA GRAHAM

Systemic coach for personal development

### OVERVIEW:

 10 chapters

 3 hours

 English, German

### DESCRIPTION:

Participants reflect on their individual beliefs and evaluation patterns. They specifically work on their self-efficacy experience and self-attributed competencies. A program for all employees who want to master their everyday life with more awareness.

### LEARNINGS:

- ✓ Understanding the principles of self-efficacy
- ✓ Identification and transformation of negative beliefs
- ✓ Analysis of possible options for action
- ✓ Strengthening of one's own self-efficacy expectations
- ✓ Creating coherence

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP





## PERSONAL DEVELOPMENT

PERSONALITY  
DEVELOPMENT &  
MINDSET

HEALTH &  
INNER BALANCE

PRESENCE &  
PERSONAL BRAND

# EMBODIMENT – MOVE YOUR THINKING



↩ Presence & personal brand




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## COLIN SKELTON

TEDx speaker, trainer, and coach for embodiment and storytelling

### OVERVIEW:

-  12 chapters
-  3 hours
-  English, German

### DESCRIPTION:

Participants learn how to master presentations as well as challenges with a conscious body posture. Breathing techniques and meditation will be addressed. A learning program for all employees who want to gain more (body) awareness.

### LEARNINGS:

- ✓ Definition and relevance of embodiment
- ✓ Neurobiological foundations
- ✓ Effect of embodiment techniques
- ✓ Embodiment practices
- ✓ Making embodiment a routine

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# EFFECTIVE MEETING FACILITATION

↩ Presence & personal brand






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## JUDITH HAUPT

Trainer and coach for leadership and empowerment






### OVERVIEW:

-  13 chapters
-  4 hours
-  English, German

### DESCRIPTION:

The learning program teaches the basics of meeting facilitation. Participants learn about various methods and approaches that they can use to effectively facilitate meetings. The program is suitable for managers and employees who want to act more confidently in the facilitation role.

### LEARNINGS:

-  Understanding the tasks and roles involved in meeting facilitation
-  Overview of the phases of a facilitation
-  Applying facilitation techniques
-  Dealing with challenging situations, group dynamics, and participants confidently
-  Facilitating online meetings

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# PRESENTING WITH CONFIDENCE

↩ Presence & personal brand



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## BRENT PALMER

Coach for communication and presentation

### OVERVIEW:

 10 chapters

 3 hours

 English, German

### DESCRIPTION:

Participants learn how to develop their own authentic presentation style. With the help of various methods, they work both on the design and the practical implementation of captivating presentations. In addition, typical mistakes and how to avoid them are discussed. The program is suitable for everyone, who wants to improve their presentation techniques and skills.

### LEARNINGS:

- ✓ Planning, preparing, and holding powerful presentations
- ✓ Dramaturgy and storytelling techniques
- ✓ Using methods, tools, and media as support
- ✓ Understand the target group and activate and inspire listeners
- ✓ Overcoming fears and uncertainties

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# THE POWER OF STORYTELLING

↩ Presence & personal brand






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## CLARA MARTIN

Psychologist and expert in digital marketing & storytelling

### OVERVIEW:

-  9 chapters
-  3 hours
-  English, German

### DESCRIPTION:

In this learning program, participants learn how to use different storytelling techniques and write their own story. Thus, they make presentations and conversations more creative and efficient. The program is designed for all employees who want to improve their presentation and writing skills.

### LEARNINGS:

- ✓ Overview of the basics and benefits of storytelling
- ✓ Realizing what characterizes a story
- ✓ Understanding the effect of stories
- ✓ Getting to know methods to create stories
- ✓ Gaining hands-on experience in writing stories

PERSONAL DEVELOPMENT

COLLABORATION

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## COLLABORATION

SUCCESSFUL  
COMMUNICATION



PRODUCTIVE  
TEAMWORK



AGILITY & NEW WORK

# DELIVERING BAD NEWS

↩ Successful communication






 Watch trailer



## PHILIP KLASEN- SCHWIDETZKI

Coach and founder of troodi

### OVERVIEW:

-  8 chapters
-  3 hours
-  English, German

### DESCRIPTION:

In this learning program, participants learn how to deliver bad news in a clear and empathetic way. The focus lays on how to formulate those messages and how to handle the associated emotions. A program for leaders, change managers, and anyone who needs to deliver difficult messages to individuals or groups.

### LEARNINGS:

- ✓ Empathic communication
- ✓ Typical reactions to negative events and sustainable measures to deal with them
- ✓ Emotion regulation techniques
- ✓ Delivering bad news in 1:1 situations
- ✓ Delivering bad news in 1:n situations

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# EFFECTIVE COMMUNICATION

↪ Successful communication






 Watch trailer



## JUDITH HAUPT

Trainer and coach for leadership and empowerment

### OVERVIEW:

-  8 chapters
-  4 hours
-  English, German

### DESCRIPTION:

Participants learn about common pitfalls in communication and to use Transactional Analysis to analyze and understand their communication situations. The topic of communicating within a leadership role is also being discussed. The program is aimed at all employees of an organization who want to reflect on their own communication behavior and constructively expand it.

### LEARNINGS:

- ✓ Understanding basic models of communication
- ✓ Reflection of own communication patterns
- ✓ Overview of methods to increase the quality of conversations
- ✓ Empowerment through Transactional Analysis
- ✓ Communication when assuming responsibility

PERSONAL DEVELOPMENT

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# GIVING & RECEIVING FEEDBACK SUCCESSFULLY



↩ Successful communication




 Watch trailer



## PHILIP KLASEN- SCHWIDETZKI

Coach and founder of troodi

### OVERVIEW:

-  10 chapters
-  2.5 hours
-  English, German

### DESCRIPTION:

Participants of this learning program learn the fundamentals of how to give and receive both positive and developmental feedback. This knowledge is then transferred into practice and concrete feedback situations are being trained. The program is designed for employees at all levels and experience who want to use feedback to increase their own impact.

### LEARNINGS:

- ✓ Overview of different feedback types
- ✓ Knowledge about feedback rules
- ✓ Preparation and conduction of feedback meetings
- ✓ Establishment of a positive feedback culture
- ✓ Feedback in a remote context

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# LEADERSHIP CONVERSATIONS

↩ Successful communication






 Watch trailer



## JUDITH HAUPT

Trainer and coach for leadership and empowerment

### OVERVIEW:

-  11 chapters
-  3.5 hours
-  English, German

### DESCRIPTION:

The key elements of productive and empathetic 1:1 conversations are presented in this learning program. Participants learn about different types of leadership conversations and how to best deal with them. A program for leaders who want to make 1:1 conversations effective.

### LEARNINGS:

- ✓ Success factors for leading meaningful conversations
- ✓ Overview of different types of leadership conversations
- ✓ Structuring conversations
- ✓ Methods, tools, and techniques for leading conversations
- ✓ Identification of typical pitfalls

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# MINDFUL COMMUNICATION – STRENGTHENING CONNECTIONS AND PREVENTING CONFLICTS



↩ Successful communication




 Watch trailer



## ROSIE CHIRONGOMA

Coach for health, communication and personal development

### OVERVIEW:

-  8 chapters
-  2.5 hours
-  English, German

### DESCRIPTION:

Successful communication is essential in everyday work. When your co-workers feel seen and understood, they work in a productive and motivated manner. In this learning program, participants learn how to improve their communication and how to prevent conflicts. A program for all employees who want to strengthen their communication skills and prevent conflicts.

### LEARNINGS:

- ✓ Improving communication
- ✓ Preventing conflicts
- ✓ Being aware of needs
- ✓ Strengthening empathy
- ✓ Implementation in everyday life

PERSONAL DEVELOPMENT

COLLABORATION

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## COLLABORATION



SUCCESSFUL  
COMMUNICATION

PRODUCTIVE  
TEAMWORK



AGILITY & NEW WORK

# DEVELOPING WINNING TEAMS

↪ Productive teamwork






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## JUDITH HAUPT

Trainer and coach for leadership and empowerment

### OVERVIEW:

-  9 chapters
-  3 hours
-  English, German

### DESCRIPTION:

This learning program describes which factors play a role in creating a high performing team. Participants learn about systemic principles and practical interventions in order to further develop their team. A program for employees and managers who want to strengthen teamwork.

### LEARNINGS:

- ✓ Differences between teams and groups
- ✓ Systemic principles and dimensions of team development
- ✓ Prototypical stages of team development
- ✓ Measures and interventions for team development
- ✓ Typical pitfalls and challenges

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# GRID – 4 FACTORS OF SUCCESSFUL TEAMS

↪ Productive teamwork






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## PHILIP KLASEN- SCHWIDETZKI

Coach and founder of troodi

### OVERVIEW:

-  8 chapters
-  2.5 hours
-  English, German

### DESCRIPTION:

Participants of this learning program learn how to build a high performing team by focusing on four key factors: goal setting, role clarity, interpersonal relationships, and decision making. The program is aimed at project leaders, managers, and anyone who takes responsibility for a team.

### LEARNINGS:

- ✓ Overview of the GRID model
- ✓ Team analysis
- ✓ Empowerment through shared goals
- ✓ Definition of clear roles and communication of expectations
- ✓ Measures to foster commitment and create a positive team culture

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# PROJECT MANAGEMENT

↩ Productive teamwork



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## BRIAN HEYDENRYCH

Trainer and coach for  
communication and teamwork

### OVERVIEW:

 12 chapters

 4 hours

 English, German

### DESCRIPTION:

This learning program provides the basic knowledge needed to successfully plan, implement, and evaluate projects. The program is suitable for all employees, especially project managers, who want to deepen the classic approach to project management.

### LEARNINGS:

- ✓ Definition of project goals
- ✓ Development of a project plan
- ✓ Analysis of the environment and stakeholders
- ✓ Identification of risk factors in the project
- ✓ Planning of processes, deadlines, and resources

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# SUCCESSFUL INTERCULTURAL COOPERATION



↩ Productive teamwork




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## SIMPHIWE MAHLANYANA

Trainer and coach for diversity, equity, and inclusion

### OVERVIEW:

-  11 chapters
-  3.5 hours
-  English, German

### DESCRIPTION:

In this learning program, participants reflect on the challenges and opportunities of intercultural work teams. They learn to act mindfully and confidently in different cultural contexts. The program is for all employees who work in intercultural teams.

### LEARNINGS:

- ✓ Understanding of the effects of culture
- ✓ Minimizing fears and insecurities in intercultural cooperation
- ✓ Confidence in intercultural interactions
- ✓ Awareness of potential intercultural synergies
- ✓ Development of intercultural awareness

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP



# SUCCESSFUL NEGOTIATION

↩ Productive teamwork



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## BRIAN HEYDENRYCH

Trainer and coach for  
communication and teamwork

### OVERVIEW:

 12 chapters

 4 hours

 English, German

### DESCRIPTION:

This learning program provides the basic knowledge needed to successfully negotiate based on the Harvard principles. All steps of a negotiation process are explained in detail and with different examples. Several exercises provide a practical approach to the learned content. The program is suitable for all employees, especially negotiators, who want to deepen their approach to negotiations.

### LEARNINGS:

- ✓ Definition of negotiation and Harvard Concept
- ✓ Concept, strategies, and negotiation techniques
- ✓ Importance of preparation, setting, and follow-up
- ✓ Dealing with difficult situations
- ✓ Practical approach

PERSONAL DEVELOPMENT

COLLABORATION

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## COLLABORATION



SUCCESSFUL  
COMMUNICATION



PRODUCTIVE  
TEAMWORK

AGILITY & NEW WORK

# DESIGN THINKING – BOOSTING INNOVATION AND CREATIVITY



↩ Agility & New Work




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## REA ELDEM

Consultant and university lecturer for Design Thinking

### OVERVIEW:

-  11 chapters
-  4 hours
-  English, German

### DESCRIPTION:

Participants learn about the various steps in the Design Thinking process as well as concrete practical methods and techniques. In doing so, they work with an example from their personal everyday work. A program for all employees who want to learn about the benefits of Design Thinking.

### LEARNINGS:

- ✓ Overview of Design Thinking process
- ✓ Design Thinking as a mindset, process, and toolbox
- ✓ Development of user-oriented solution strategies
- ✓ Design Thinking in everyday work
- ✓ Design Thinking methods: user journey, interviews, persona, brainstorming, prototyping, testing

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# KANBAN FUNDAMENTALS – STOP STARTING, START FINISHING



↩ Agility & New Work

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## MIKE FREISLICH & ROCHELLE ROOS

Certified Kanban trainers

### OVERVIEW:

 11 chapters

 4 hours

 English, German

### DESCRIPTION:

Participants learn the basic principles of the Kanban method. Furthermore, they learn which advantages the method offers and how Kanban can be applied as an individual or in teams. The program is aimed at all employees who want to learn about the potential of this agile method.

### LEARNINGS:

- ✓ Definition, principles, and practices of Kanban
- ✓ Design elements and visuals of a Kanban system
- ✓ Creating and managing "flow" of value
- ✓ Exemplary application situations
- ✓ Implementation as individual and/or in teams

PERSONAL DEVELOPMENT


COLLABORATION

LEADERSHIP



## LEADERSHIP

LEADING INDIVIDUALS &  
TEAMS



LEADING YOURSELF



MANAGEMENT &  
ORGANIZATIONAL  
DEVELOPMENT

# AGILE LEADERSHIP

↪ Leading individuals & teams






 Watch trailer



## BRIAN HEYDENRYCH

Trainer and coach for  
communication and teamwork

### OVERVIEW:

-  7 chapters
-  3 hours
-  English, German

### DESCRIPTION:

Participants are able to lead their team in an agile way. They know why agile leadership is important and how it differs from traditional leadership. They also learn different methods to empower their team, promote self-organization, and develop it further. A program for leaders who want to expand their leadership repertoire.

### LEARNINGS:

- ✓ Reflection on own leadership behavior
- ✓ Principles of agile leadership
- ✓ Difference between agile vs. traditional leadership
- ✓ Practical tools and personal action plan
- ✓ Application in everyday working life

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# CARING AND DARING LEADERSHIP

↪ Leading individuals & teams






 Watch trailer



## JUDITH HAUPT

Trainer and coach for leadership and empowerment

### OVERVIEW:

-  9 chapters
-  3 hours
-  English, German

### DESCRIPTION:

This learning program explains two main dimensions of leadership: to care for your team members and challenge them at the same time. Participants learn how to establish a trusting relationship with their team members, which forms the basis for future development and growth. A program for managers who want to support their employees in their development.

### LEARNINGS:

- ✓ Understanding concepts of Secure Base Leadership
- ✓ Understanding concepts of trust and Psychological Safety
- ✓ Knowledge about the Bonding Cycle
- ✓ Strengthening your own leadership
- ✓ Creating a trusting environment

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# DIGITAL LEADERSHIP – LEADING HYBRID AND VIRTUAL TEAMS



← Leading individuals & teams




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## PHILIP KLASEN-SCHWIDETZKI

Coach and founder of troodi

### OVERVIEW:

-  11 chapters
-  3 hours
-  English, German

### DESCRIPTION:

Participants reflect on the challenges of remote and hybrid leadership and learn practical tools and methods to lead their team efficiently and with empathy. A learning program for all leaders who want to foster trust and motivation in a remote/hybrid context and be responsive to the needs of their employees.

### LEARNINGS:

- ✓ Situational leadership in remote/hybrid settings
- ✓ Key elements of leadership communication
- ✓ Identification of motivation and needs
- ✓ Providing structure and clarity as a lead
- ✓ Building trust within a remote/hybrid team

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP



# LEADING SITUATIONALLY

↳ Leading individuals & teams






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## PHILIP KLASEN- SCHWIDETZKI

Coach and founder of troodi

### OVERVIEW:

-  9 chapters
-  3 hours
-  English, German

### DESCRIPTION:

This learning program describes the situational leadership model's four leadership styles and provides practical examples of when and how to best apply them as a leader. A program for managers and project leaders who want to reflect on their own obsolescence and organize their leadership in a more structured, conscious way.

### LEARNINGS:

- ✓ Overview of different leadership styles and their advantages and challenges
- ✓ Identification of own comfort zone
- ✓ Analysis of own leadership behavior
- ✓ Measures to adjust behavior to the needs of the team members
- ✓ Expanding own repertoire of actions

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# HANDLING FEAR AND UNCERTAINTY – EMPOWERING OTHERS



↩ Leading individuals & teams




 Watch trailer



## PHILIP KLASEN-SCHWIDETZKI

Coach and founder of troodi

### OVERVIEW:

-  6 chapters
-  1.5 hours
-  English, German

### DESCRIPTION:

Participants learn how to support and empower others in uncertain times. A special attention is put on the topic of creating a safe space for your team as a leader. A program for managers who want to support employees during difficult times.

### LEARNINGS:

- ✓ Creating safety in a disruptive world
- ✓ Analysis of the needs of employees
- ✓ Supporting team members in uncertain times
- ✓ Structuring positive conversations
- ✓ Showing empathy and giving support

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# INCLUSIVE LEADERSHIP

↳ Leading individuals & teams



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## JUDITH HAUPT

Trainer and coach for leadership and inclusion

### OVERVIEW:

 10 chapters

 3 hours

 English, German

### DESCRIPTION:

Participants learn about discriminating structures in today's work environment and the impact of diversity on performance indicators such as creativity, innovation, and economic success. This is a program for leaders who want to create an environment in which everyone feels included and empowered.

### LEARNINGS:

- ✓ Mindset and skillset of an inclusive leader
- ✓ Awareness of discriminatory factors and self-reflection
- ✓ Recognizing unconscious biases
- ✓ Promote psychological safety in the team
- ✓ Inclusive communication as a leader

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# LEADING IN A COACHING MODE

↪ Leading individuals & teams



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## BRIAN HEYDENRYCH

Trainer and coach for  
communication and teamwork

### OVERVIEW:

 11 chapters

 3 hours

 English, German

### DESCRIPTION:

Participants of this learning program learn more about when and how to coach their team. They get to know several tools that support them in listening, building up a coaching conversation, finding solutions, and much more. The program is designed for all managers who want to expand their leadership repertoire.

### LEARNINGS:

- ✓ Integrating coaching skills and methods into your leadership
- ✓ Tips and Tools for the coaching process
- ✓ Understanding how to engage with each individual
- ✓ Improving listening skills
- ✓ Applying methods in busy workplaces

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# LEADING IN TIMES OF CHANGE

↪ Leading individuals & teams






 [Watch trailer](#)



## HELÉNE SMUTS

Founder of Credo Growth and coach for leadership

### OVERVIEW:

-  7 chapters
-  3 hours
-  English, German

### DESCRIPTION:

Participants learn how to successfully guide their team through severe changes. Typical psychological dynamics in change processes are being discussed and practical tips and tricks are being shared by the trainer. The program is designed for leaders who want to lead and support teams in difficult times.

### LEARNINGS:

- ✓ Understanding change dynamics
- ✓ Identification of traps and pitfalls in change processes
- ✓ Building resilience in oneself and others
- ✓ Dealing with skepticism and handling resistance
- ✓ Preparing an individual, team, or organization for change

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# POSITIVE LEADERSHIP – STRENGTHENING TEAMS AND INDIVIDUALS



↩ Leading individuals & teams

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## CHAITAL HARRY

Psychologist and coach for communication and teamwork

### OVERVIEW:

 12 chapters

 3.5 hours

 English, German

### DESCRIPTION:

Participants learn about the different dimensions of the PERMA Lead Model and how to implement them in their daily work. In this way, they strengthen the leadership culture, positive relationships and the development of individual competencies. The program is designed for leaders who want to promote positivity and engagement within the team.

### LEARNINGS:

- ✓ Understanding the PERMA model
- ✓ Strengthening the team purpose
- ✓ Fostering positive emotions and engagement in the team
- ✓ Strengthening relationships within the team
- ✓ Implementation of the PERMA model in the daily work routine

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP



## LEADERSHIP

LEADING INDIVIDUALS &  
TEAMS

LEADING YOURSELF

MANAGEMENT &  
ORGANIZATIONAL  
DEVELOPMENT

# EFFECTIVE TIME MANAGEMENT

↩ Leading yourself






 Watch trailer



## CONSTANTIN JAHN

Trainer and coach for communication

### OVERVIEW:

-  8 chapters
-  2.5 hours
-  English, German

### DESCRIPTION:

Participants learn practical techniques and methods to improve their time management and how to apply them to their personal daily work. A program for all employees who want to manage their time more effectively and efficiently.

### LEARNINGS:

- ✓ Overview of time management methods
- ✓ Daily and weekly planning
- ✓ Planning and prioritizing tasks
- ✓ Identification of disruptive factors and time wasters
- ✓ Optimization of own time management

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP



# GOAL SETTING

↩ Leading yourself






 Watch trailer



## BRIAN HEYDENRYCH

Trainer and coach for communication

### OVERVIEW:

-  8 chapters
-  3 hours
-  English, German

### DESCRIPTION:

In this learning program, psychological findings from goal setting research are applied to practical everyday work. The participants deal with the characteristics of good goal formulation and put them into practice using their own examples. A learning program for everyone but especially for all young professionals who want to increase their performance through clear goals.

### LEARNINGS:

- ✓ Six pillars of successful goal setting
- ✓ Psychological insights from goal setting research
- ✓ Developing personal strategies for successful goal achievement
- ✓ Self-motivation in difficult phases
- ✓ Characteristics of good goal setting, progress monitoring, and agile goal setting

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# SELF-MANAGEMENT – BOOSTING YOUR PRODUCTIVITY



↩ Leading yourself




 Watch trailer



## SINA NELDNER

Psychologist and coach for self-management

### OVERVIEW:

-  9 chapters
-  3 hours
-  English, German

### DESCRIPTION:

This learning program provides key self-management techniques, such as setting priorities and methods for efficient time management. Participants create a personal development plan to make their day-to-day work more productive and stress-free. A program for all employees who want to improve their self-management.

### LEARNINGS:

- ✓ Management of various input channels
- ✓ Rules and measures for prioritization
- ✓ Focusing and delegation techniques
- ✓ Time management and measures to create structure
- ✓ Establishment of powerful routines

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP



## LEADERSHIP

LEADING INDIVIDUALS &  
TEAMS

LEADING YOURSELF

MANAGEMENT &  
ORGANIZATIONAL  
DEVELOPMENT

# DECISION MAKING

↩ Management & organizational development






 [Watch trailer](#)



## BRIAN HEYDENRYCH

Trainer and coach for  
communication and teamwork

### OVERVIEW:

-  8 chapters
-  3 hours
-  English, German

### DESCRIPTION:

Participants learn how to make the right decisions even under uncertainty. With the help of practical tools and methods, they train their decision-making capability, and strengthen their own intuition and their ability to successfully implement decisions even against resistance. This is a program for everyone, especially "decision-makers" such as leaders, project managers, or knowledge experts.

### LEARNINGS:

- ✓ Developing decision-making competence and being able to make better decisions (under uncertainty)
- ✓ Psychological foundations of decision-making processes
- ✓ Tools and methods for rational decision making
- ✓ Methods to strengthen one's own intuition
- ✓ Communicate and implement decisions successfully

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# DESIGNING SUSTAINABLE CHANGE

↪ Management & organizational development






 Watch trailer



## PHILIP KLASEN- SCHWIDETZKI

Coach and founder of troodi

### OVERVIEW:

-  8 chapters
-  3 hours
-  English, German

### DESCRIPTION:

This learning program is a step-by-step playbook to design and implement sustainable change processes. It uses the three workstreams 'connect, drive, and enable' in order to create a holistic change approach. A program for change managers and senior leaders who facilitate change in organizations.

### LEARNINGS:

- ✓ Basic models of change management
- ✓ Elements of holistic change management
- ✓ Three central workstreams in a change process
- ✓ Designing an individual change project
- ✓ Communication in change processes

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# ENTREPRENEURIAL THINKING

↪ Management & organizational development






 Watch trailer



## CHAITAL HARRY

Psychologist and coach for communication and teamwork

### OVERVIEW:

-  10 chapters
-  4 hours
-  English, German

### DESCRIPTION:

This learning program highlights what characterizes an entrepreneurial mindset and which tools and methods are helpful in putting this mindset into practice. A program for everyone who wants to take responsibility in their team or organization and drive innovation.

### LEARNINGS:

- ✓ Core characteristics of an entrepreneurial mindset
- ✓ Growth mindset and harnessing uncertainty
- ✓ Entrepreneurial thinking and acting one's own organization
- ✓ Applying entrepreneurial thinking on one's own project/idea
- ✓ Toolset of an entrepreneur: SWOT analysis, business canvas, stakeholder mapping, decision matrix, and growth hacking

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# INNOVATION & REINVENTION

↪ Management & organizational development






 Watch trailer



## TRACY GOULD

Coach for Innovation and Reinvention

### OVERVIEW:

-  4 chapters
-  1,5 hours
-  English, German

### DESCRIPTION:

Participants learn how to make their organization fit for the future and create a culture of innovation and development. A program for leaders who want to initiate and support change and innovation processes.

### LEARNINGS:

- ✓ Analysis of the organization's capacity for innovation
- ✓ Early identification of challenges for a culture of innovation
- ✓ Development of a change-friendly mindset
- ✓ Development and support of cultural change processes
- ✓ Methods and tools for implementing innovation processes

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP

# MANAGING CRISES

↪ Management & organizational development



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## BRIAN HEYDENRYCH

Trainer and coach for  
communication and teamwork

### OVERVIEW:

 12 chapters

 3 hours

 English, German

### DESCRIPTION:

This learning program imparts practical knowledge to act confidently and solution-oriented in crisis situations. The participants follow the Crisis Model which is based on the Crisis Intervention Model by A. Roberts. The program is aimed at all persons who wish to act more effectively in crises.

### LEARNINGS:

- ✓ Overview of the Crisis Model
- ✓ Enhancement of the ability to react to crises
- ✓ Identification of own resources
- ✓ Personality development
- ✓ Practical measures to take action

PERSONAL DEVELOPMENT

COLLABORATION

LEADERSHIP





[www.troodi.de/en/](http://www.troodi.de/en/)

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