



Blended Learning Portfolio

Concepts for Blended Learning Journeys



Blended Learning Journeys by troodi



Welcome!

Great to see that you're interested in our Blended Learning Journeys.
On the following pages, you'll find an overview of possible journey concepts.

With more than **50 learning programs** across nine different topic areas, we are able to design a wide range of tailor-made development programs. Our team is continuously working on further developing and refining our journeys for learners.

This document first provides an **overview** of topics and target groups, followed by detailed information on selected journeys. All concepts are designed as a modular system - **each journey can be flexibly adapted**, for example by adding in-person live sessions.

If you have any questions or would like to learn more about our journeys, feel free to get in touch.

Warm regards,

A handwritten signature in black ink, appearing to read 'Samuel López'.

Samuel López



Samuel López
Head of L&D Consulting
& Training

info@troodi.de
+49 221 56095669
www.troodi.de



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Blended Learning Journeys

Programs for Leaders

Programs for Employees



Core Leadership



Overview

This program equips leaders with essential leadership fundamentals. From conscious communication and confident conversations to leading entire teams, participants develop an empathetic, performance- and results-oriented leadership mindset:

- ✔ Leading oneself and others effectively
- ✔ Conducting conversations with confidence
- ✔ Understanding and leveraging team dynamics
- ✔ Navigating teams safely through change

0 KICK-OFF	Live-session (2 hours)			
1 COMMUNICATION	Effective communication	Live-session (4 hours)		Peer-session (1 hour)
2 LEADERSHIP COMMUNICATION	Leadership conversations	Live-session (4 hours)		Peer-session (1 hour)
3 LEADING INDIVIDUALS & TEAMS	Context-based leadership	Live-session (4 hours)		Community-session (2 hours)
4 WINNING TEAMS	Developing winning teams	Live-session (4 hours)		Serious game (3 hours)
5 LEADING IN CHANGE	Leading in times of change	Live-session (4 hours)		Sparring-session (3 hours)

Optional: Individual 1:1 coaching

8 participants
 16,275 €

Optional add-on:
Individual 1:1 coaching / training

Leaders

A classic journey covering leadership essentials, suitable for multiple leadership levels.

Core Leadership – Follow-up



Overview

This program deepens leadership skills and expands participants' leadership toolbox. Leaders learn how to foster psychological safety, empower employees, challenge constructively, and make courageous decisions even with uncertainty – creating a culture of trust, ownership, performance, and innovation:

- ✓ Strengthening psychological safety and trust
- ✓ Applying coaching skills effectively
- ✓ Encouraging ownership and accountability
- ✓ Making courageous and effective decisions



8 participants
9,515 €

Optional add-on: Individual 1:1 coaching / training

Leaders

For leaders who have completed the Core Leadership journey.

Leading Change – Leading in Times of Change




Overview

This program strengthens leaders' change competence in times of uncertainty. Participants learn how to provide orientation, create psychological safety, and design change processes in a way that maintains motivation, trust, and innovative capacity:


- ✓ Creating safety and stability
- ✓ Making decisions under uncertainty
- ✓ Strengthening motivation and engagement
- ✓ Using change as an opportunity for innovation

0 KICK-OFF


 Live-session
(2 hours)


1 LEADING IN CHANGE

 Leading in change

 Live-session
(4 hours)




 Peer-session
(1 hour)

 Community-session
(2 hours)

2 DESIGNING SUSTAINABLE CHANE


 Designing sustainable change

 Live-session
(4 hours)



3 DELIVERING BAD NEWS

 Delivering bad news

 Live-session
(4 hours)



 Sparring-session
(3 hours)

Application of what has been learned in a personal work context

 8 participants
 9,515 €

Optional add-on: Individual 1:1 coaching / training

Leaders

For leaders guiding their teams through dynamic phases.

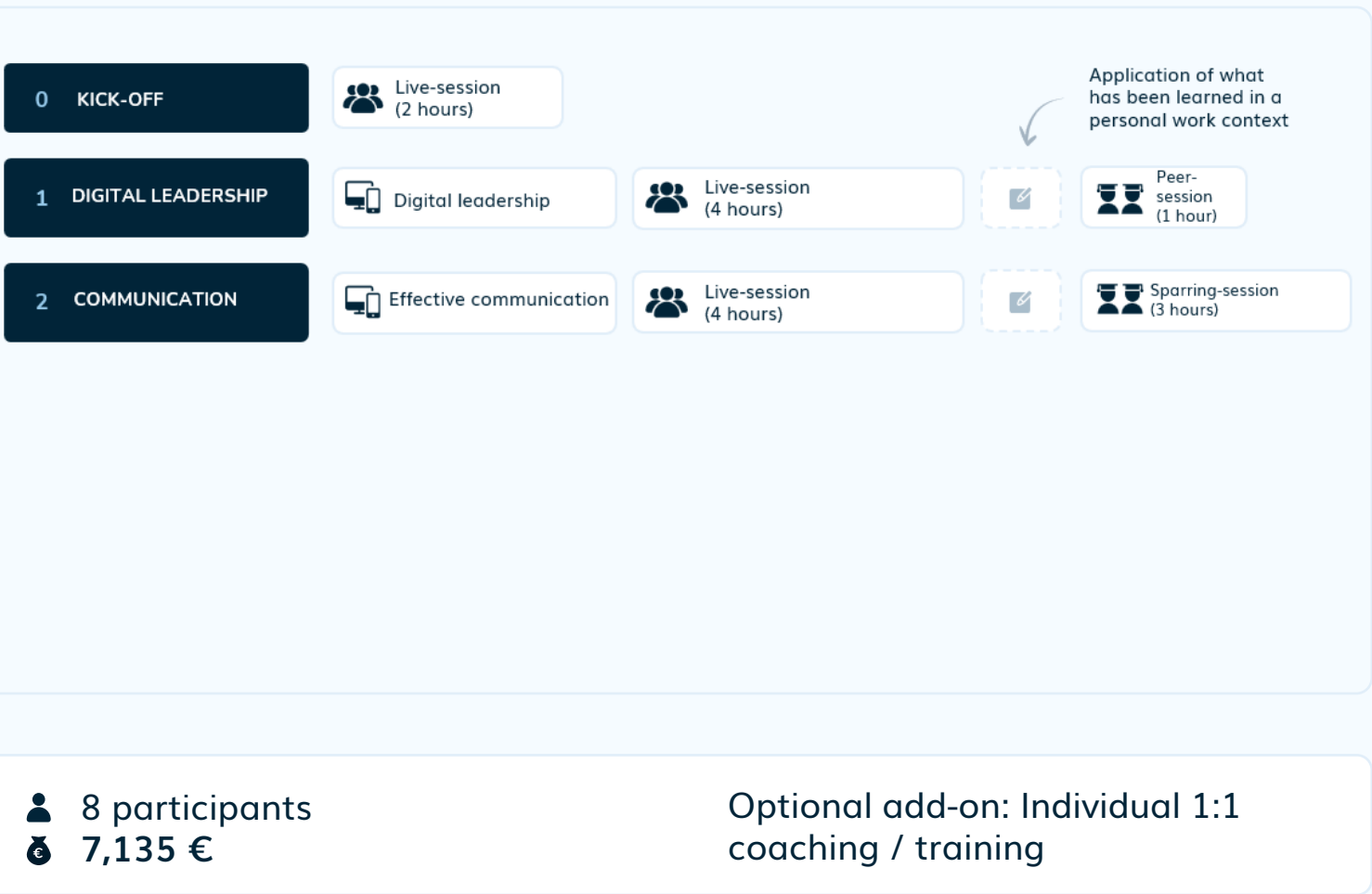
Digital Leadership – Leading Hybrid & Virtual Teams



Overview

This program strengthens leadership competence in a digital working environment. Participants learn how to lead effectively despite reduced contact, foster trust and motivation, and enable collaboration in remote teams through clear communication:

- ✓ Strengthening trust and team spirit from a distance
- ✓ Communicating clearly and empathetically in digital settings
- ✓ Structuring collaboration across locations
- ✓ Maintaining motivation and connection within teams



Leaders

For leaders managing hybrid or virtual teams.

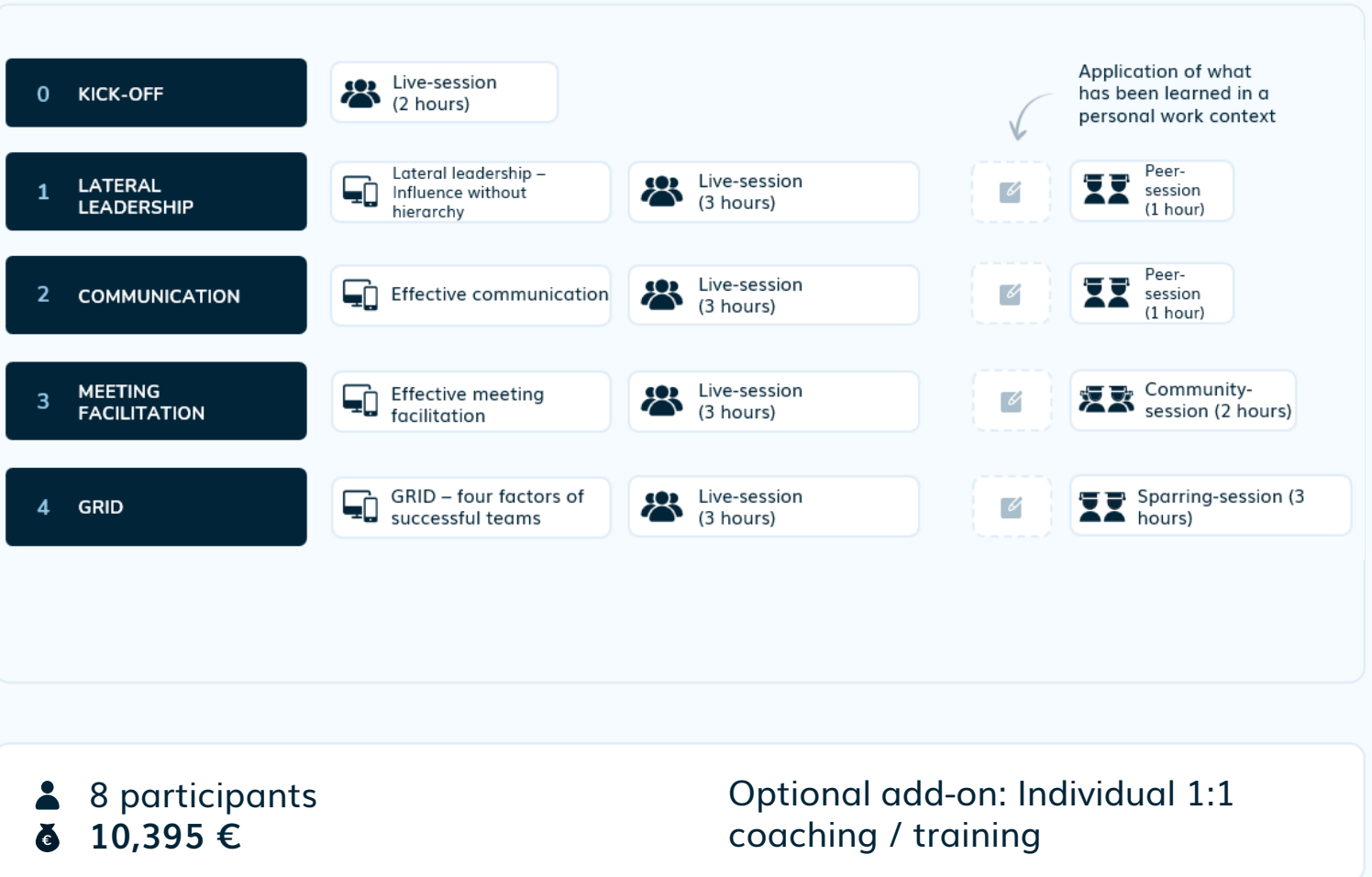
Lateral Leadership – Influence without Hierarchy



Overview

This program strengthens leadership without formal authority. Participants learn how to create trust and impact through clear communication, relationship-building, and confident facilitation – even without disciplinary responsibility:

- ✓ Leading effectively without formal authority
- ✓ Building relationships and strengthening trust
- ✓ Understanding and shaping team dynamics
- ✓ Facilitating collaboration through moderation



Leaders

For lateral leaders without disciplinary responsibility (e.g., specialists or project managers).

Blended Learning Journeys

Programs for Leaders

Programs for Employees



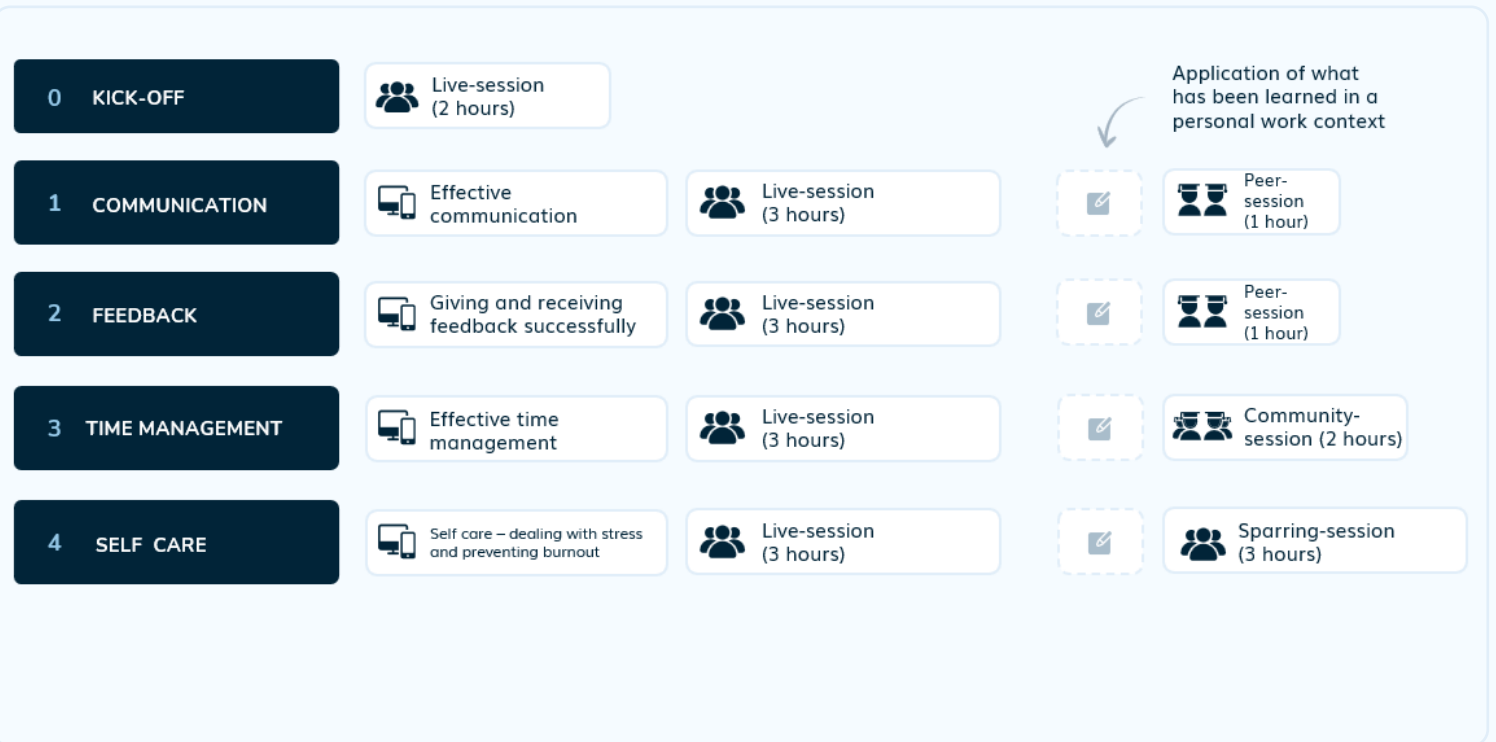
Employee Empowerment / Cultural Onboarding



Overview

This program supports employees in working in a reflected, self-confident, and effective manner. Participants strengthen communication skills, learn to handle feedback constructively, and develop strategies to manage energy and self-organization in everyday work:

- ✓ Communicating clearly and appreciatively
- ✓ Giving and receiving feedback constructively
- ✓ Managing time and energy intentionally
- ✓ Dealing with stress in a resilient way



8 participants
10,395 €

Optional add-on: Individual 1:1 coaching / training

Employees

Also ideal for onboarding processes.

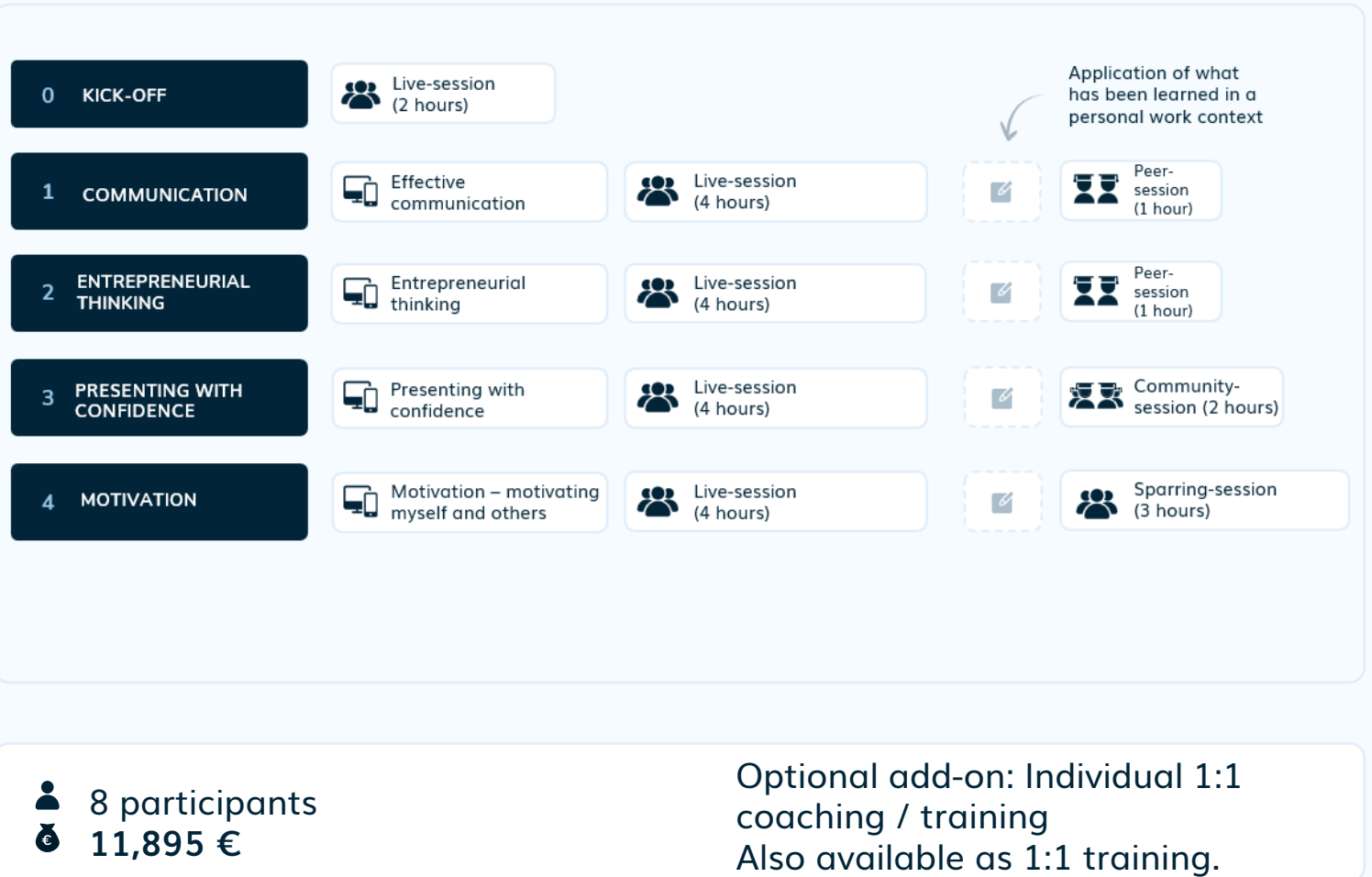
Talent Program



Overview

This program strengthens talents in their personal effectiveness. Participants reflect on their communication style, deal confidently with conflict, and gain security in challenging situations – for greater composure, presence, and impact at work:

- ✓ Reflecting on personal impact
- ✓ Showing confidence in conversations
- ✓ Addressing tensions constructively
- ✓ Managing pressure with resilience



Employees

For emerging talents and employees with development potential.

Presence & Impact – Being Confident and Convincing




Overview

This program strengthens personal presence and communicative impact in professional settings. Participants learn how to present confidently in meetings, presentations, and networking situations, communicate clearly, and build trust through authenticity:


- ✓ Convincing with clarity and presence
- ✓ Leading meetings confidently and effectively
- ✓ Building and maintaining professional relationships
- ✓ Showing up authentically and with impact

0 KICK-OFF

 Live-session
(2 hours)

1 PRESENTING WITH CONFIDENCE

 Presenting with confidence

 Live-session
(3 hours)


Application of what has been learned in a personal work context




 Peer-session
(1 hour)

2 MODERATION

 Effective meeting facilitation

 Live-session
(3 hours)




 Peer-session
(1 hour)

3 NETWORKING

 Successful networking

 Live-session
(3 hours)



 Sparring-session
(3 hours)

 8 participants
 8,390 €

Optional add-on: Individual 1:1 coaching / training
Also available as 1:1 training.

Employees

For employees who want to intentionally strengthen their presence and professional impact.

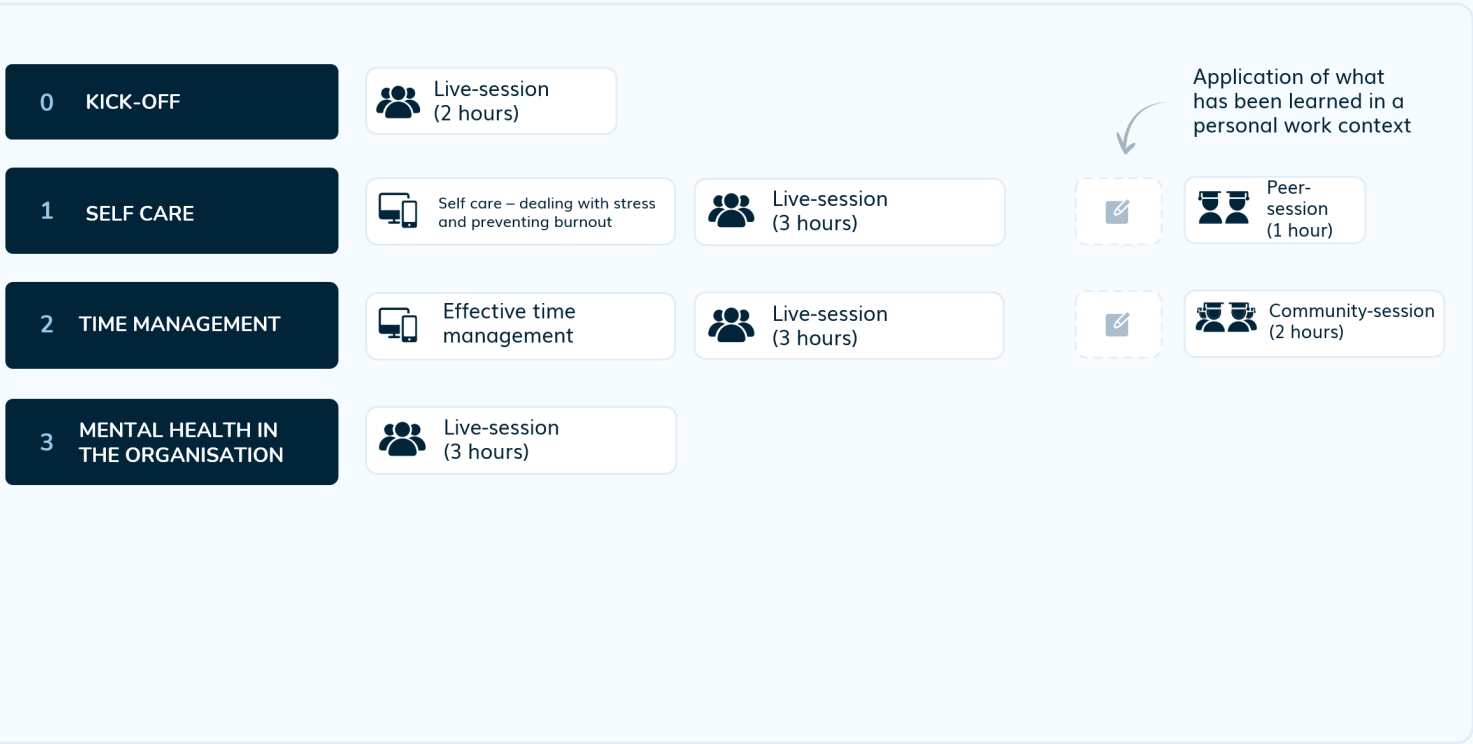
Balanced Performance – Mental Strength in Everyday Work



Overview

This program provides strategies for dealing constructively with stress and uncertainty while proactively caring for personal well-being. Participants learn to manage energy consciously, prevent overload, and remain effective in challenging times:

- ✓ Identifying and regulating personal stress patterns
- ✓ Managing energy and focus intentionally
- ✓ Using time management as a relief factor
- ✓ Promoting mental health within teams



8 participants
 6,920 €

Optional add-on: Individual 1:1 coaching / training
Also available as 1:1 training.

Employees

For employees who want to further develop their resilience and mental strength.

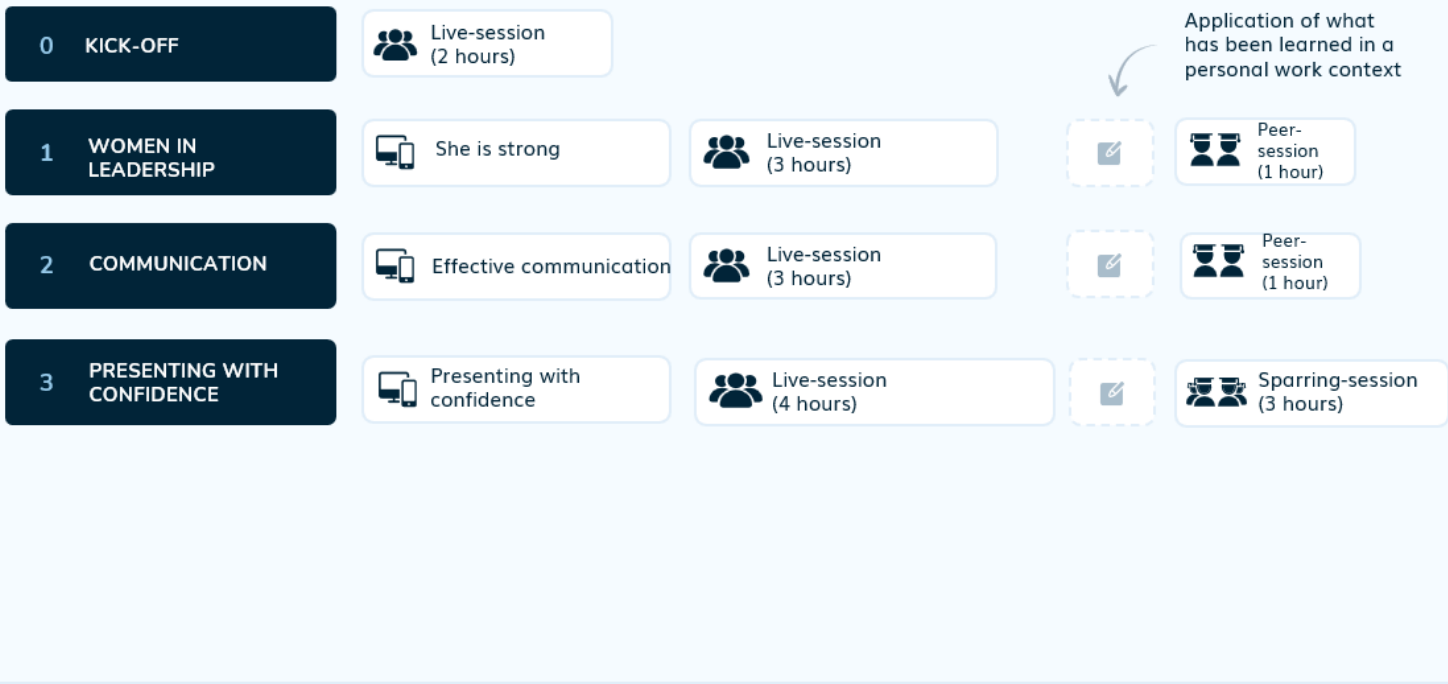
She is Strong – Woman at Work



Overview

This program supports women in shaping their role with confidence and clarity. Participants reflect on their self-image, sharpen their communication, and act authentically and confidently in challenging situations:

- ✓ Using personal strengths and mindset intentionally
- ✓ Communicating clearly and persuasively
- ✓ Showing presence and authenticity
- ✓ Taking responsibility with confidence



8 participants
9,005 €

Optional add-on: Individual 1:1 coaching / training
Also available as 1:1 training.

Women

For women who want to further develop their impact and inner strength.

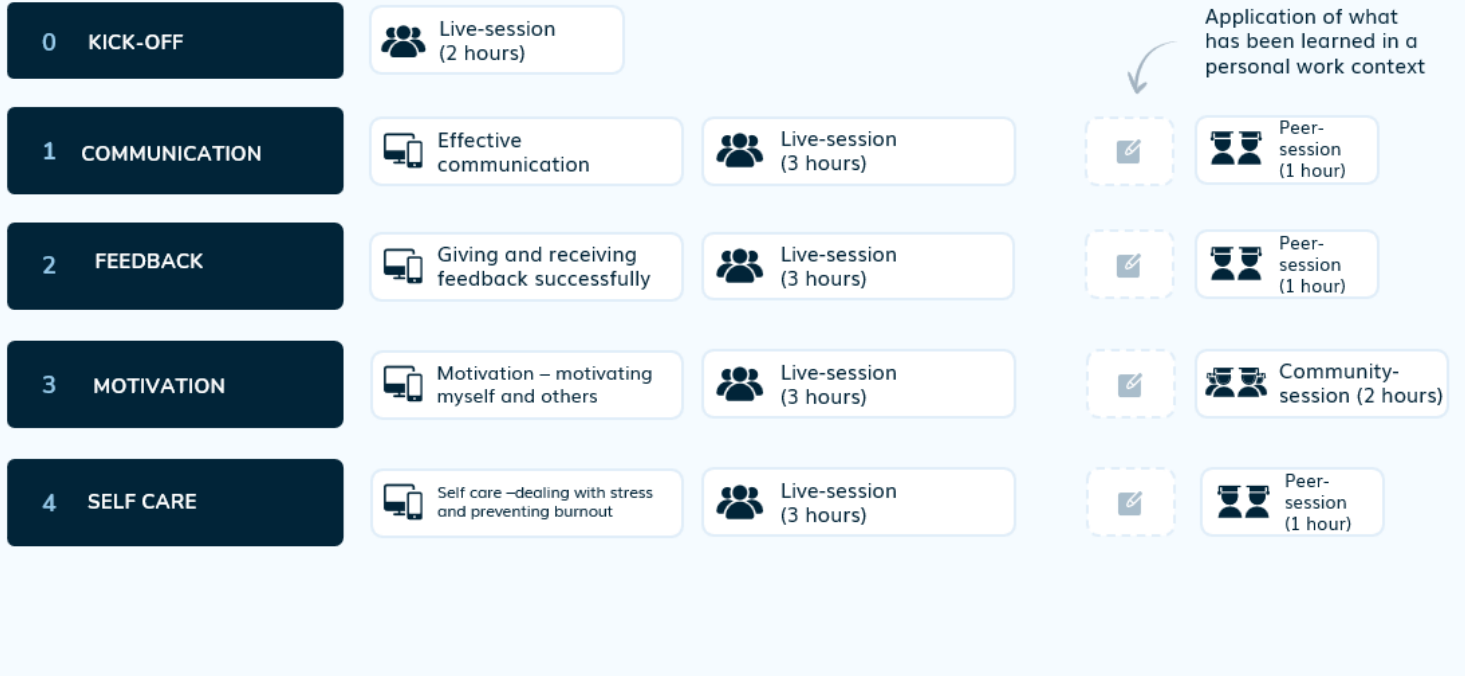
Team Power – Strong, Healthy & Effective Together



Overview

This program strengthens teams holistically – across communication, collaboration, and energy. Participants reflect on feedback culture, motivation, and resilience to build trust, connection, and sustainable performance:

- ✓ Strengthening trust and openness in collaboration
- ✓ Developing a strong feedback culture
- ✓ Building motivation and team energy
- ✓ Ensuring balance and resilience



8 participants
10,395 €

Closed teams

For teams that want to strengthen collaboration, energy, and trust.



Learn more on

www.troodi.de

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