



Cegos Group

# Learning Collection 2026



# What is the Cegos Group Learning Collection?



- **Essential learning solutions available in up to 30 languages:** A global portfolio to develop the essential skills organizations need to perform and grow.
- **A complete portfolio across 5 capability areas and 21 skills:** Covering the key capabilities, from leadership and communication to personal effectiveness and digital skills.
- **Plug & Play and scalable for global roll-outs:** Ready-to-use solutions that can be quickly customized & implemented across teams, countries and business units.
- **Measurable learning impact with analytics:** Track engagement, progress and learning outcomes with analytics.
- **Continuous innovation in learning formats:** Blended experiences, innovative digital modules, immersive formats, gamification and AI.



[The Cegos Group Learning Collection](#)



[Cegos, your international L&D partner](#)

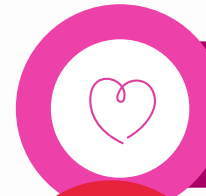


[The human touch by Cegos, behind the scenes](#)

# 5 Core Capabilities

to address critical business challenges

The **Cegos Group Learning Collection** includes our **best-of-breed offer, services, and solutions** to **train individuals** and **support organisations** to **meet the following development challenges:**



1. Personal Development



2. Working with Others



3. Management & Leadership



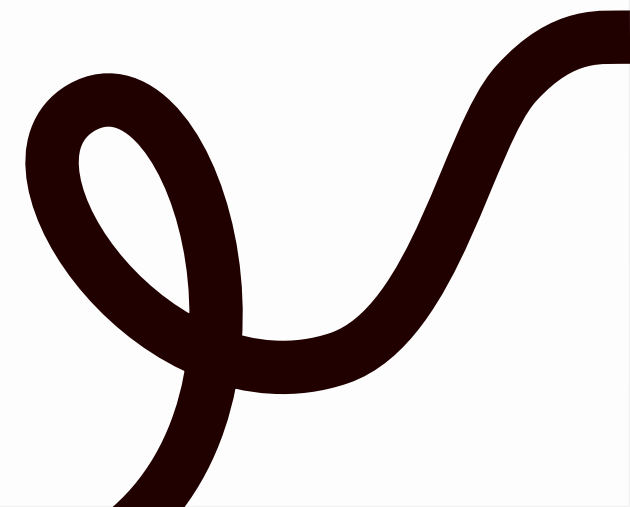
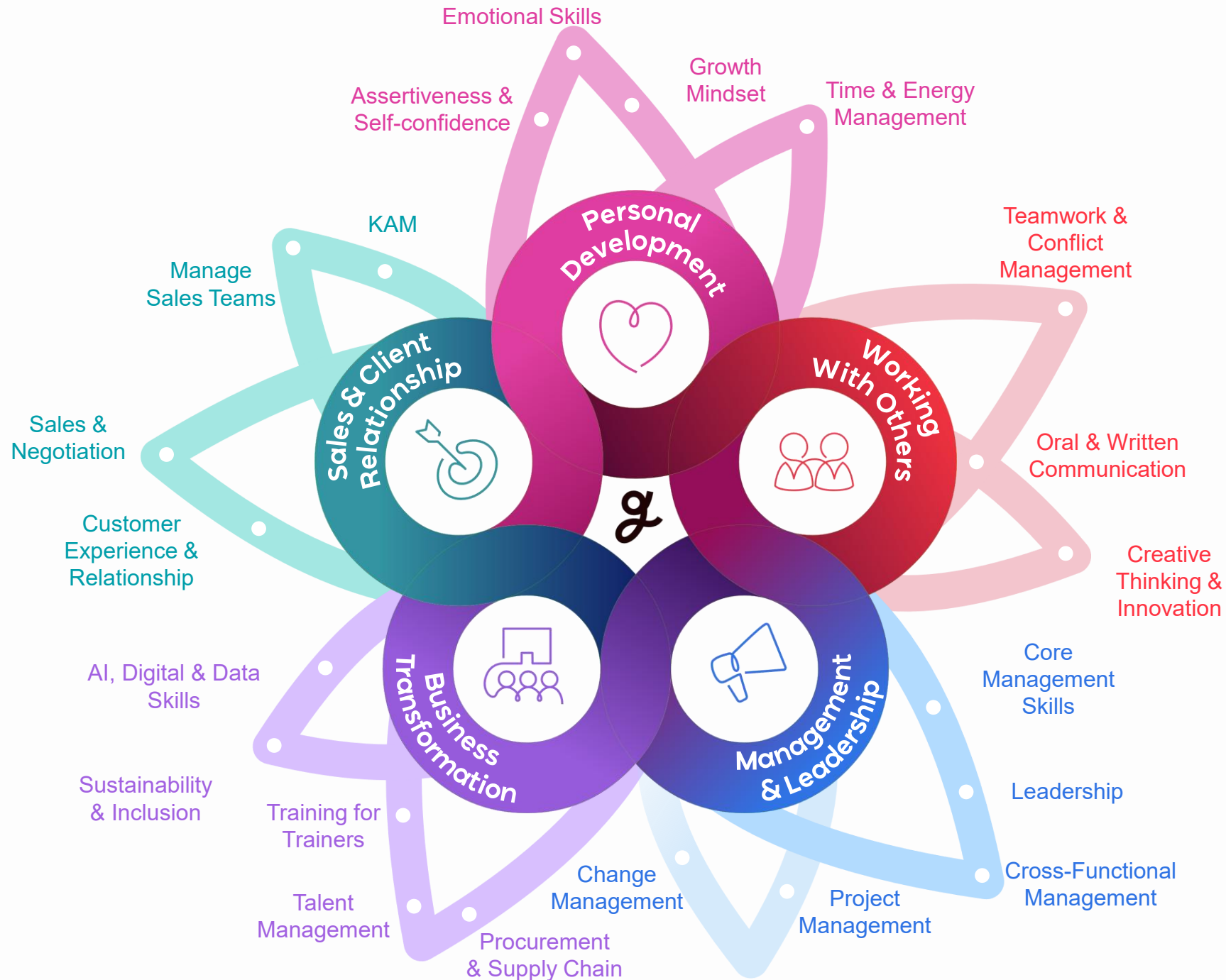
4. Business Transformation



5. Sales & Client Relationship

# Cegos Skills framework

The essential skills organizations need to perform, collaborate and transform.



# Why these 5 capabilities?

## 21 Key Skills for today and tomorrow

Together, these five capabilities create a **comprehensive path for personal and organizational excellence**. Each capability builds upon the other for a future-ready workforce.

### Personal Development

No matter your role, this is **where our development starts**:

#### Core Skills:

1. Assertiveness & Self-confidence
2. Time & Energy Management
3. Growth Mindset
4. Emotional Skills

### Working with Others

**Master collaboration** and teamwork to build strong relationships and **achieve more**

#### Core skills:

5. Teamwork & Conflict Management
6. Creative Thinking & Innovation
7. Oral & Written Communication

### Management & Leadership

**Lead and inspire** teams to success for **impactful results**

#### Core skills:

8. Core Management Skills
9. Change Management
10. Cross-Functional Management
11. Leadership
12. Project Management

### Business Transformation

**Drive sustainable transformation** from within, by developing people and processes

#### Core Skills:

13. Sustainability & Inclusion
14. AI, Digital & Data Skills
15. Procurement & Supply Chain
16. Talent Management
17. Training for Trainers

### Sales & Client Relationship

Build **strong** and mutually beneficial external relationships for driving **business growth** and profitability.

#### Core skills:

18. Customer Experience & Relationship
19. KAM
20. Manage Sales teams
21. Sales and Negotiation

# From skills to solutions: how we support your teams



## When your teams need to...

Develop key skills through practical learning

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Learn efficiently despite limited time

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Develop skills at different levels across the organization

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Increase engagement and learning impact



## We provide...

Trainer-led solutions delivered by experts, adapted to different learning durations (2d, 1d, ½ day)

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Self-directed Playlists and Sprints, designed for fast and focused skill development)

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Digital solutions to build tailored blended or fully digital learning paths.

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Innovative formats such as Profilers, Games, Audio learning and an AI Companion to improve participation and retention

# Flexible learning solutions to match your organization's needs

The Cegos Group Learning Collection can be used in different ways depending on your organization's needs, timelines and learning objectives:



## Ready-to-use offer

Deploy proven learning solutions immediately across your teams. Available in face-to-face, virtual, hybrid or blended formats with different durations:

- 2 days (14 h)
- 1 day (7 h)
- ½ day (3.5 h)
- Digital Playlists (2h)

Ideal for organizations looking for fast implementation and immediate skill development.

## Customized solutions

Adapt our existing solutions to match your organization's context.

- Custom content
- Adjusted methodology and pedagogy
- Adapted delivery mode

Ideal when you want to align learning with your specific business challenges.

## Tailored learning path

Create fully tailored learning journeys combining our customized ready-to-use content, digital modules and your specific bespoke content.

Ideal to support specific learning goals and adapted learning experiences.



[Find more about our User-Centred Design](#)

# Flexible Ways to Deploy the Learning Collection

We offer flexible deployment models to fit your organisation's needs, whether you want to integrate the solution into your own LMS or prefer a fully managed learning environment.



## Delivered via **My LearningHub@Cegos**

Cegos manages and delivers the learning experience through our secure digital learning platform.

### Key Benefits:

- Learning paths **pre-configured and maintained by Cegos**
- **Accessible anytime** from any device
- Can reflect **your visual identity** or connect with your LMS
- **User-friendly interface** supporting learning flow and performance
- **Optional AI learning companion** integrated into the learning journey to guide learners, answer questions and reinforce skill development.
- Easy to **track progress, access data** and **manage learners**

## Delivered via **Your LMS**

Integrate our solutions into your existing LMS for a seamless internal experience.

### Key Benefits :

- **Minimal IT effort** for your teams
- **Data remains** within **your internal learning environment**
- Maintains **familiarity for learners** with your existing platform



# Business Benefits



**Performance gains:**  
time, quality, effectiveness

**Engagement & retention**  
of talent

**Transformation readiness**  
(AI, DEI, sustainability)

**Learning Impact** tracked &  
**reported** with dashboards

# Why the Cegos Group Learning Collection?



**+50** countries covered worldwide



**20 000** corporate customers



**+1 million** learners yearly



**+100** programmes



**+4000** digital learning assets



Up to **30** languages



For **100** years



**4.4/5 learner ratings** across flagship modules



# CSR at the Core of Our Learning Design

Sustainability and responsibility are embedded in the design of the Cegos Learning Collection, integrating environmental, social and governance principles to create inclusive and responsible learning experiences.

## Environmental Responsibility

- **Eco-design principles** applied across our learning solutions
- **Optimised media and lightweight formats** to reduce digital footprint
- **Reuse-first approach** to limit waste and maximise existing resources
- Alignment with **Cegos CSR commitments** to reduce environmental impact



## Social Responsibility

- **Accessibility and inclusion** integrated from the earliest design stages
- Compliance with **European Accessibility Act, EN 301 549 and WCAG 2.2**
- **Diverse and inclusive representation** in learning content
- Solutions available in **multiple languages with cultural adaptation**



## Governance Responsibility

- **Clear quality guidelines and controls** across all learning solutions
- Alignment with recognised **international standards** (accessibility, localisation, quality)
- **Structured continuous improvement processes**
- Sustainability and inclusion embedded in our **skills framework**



# Cegos is your trusted partner for human-centred, effective and ethical AI in Learning & Development.

## AI Operations: Transforming the Way We Work

- Enhancing **creativity**, **speed**, and **value** in internal processes using AI operations
- **AI human-driven**: qualitative input, review, quality checks, and fine-tuning
- **AI-powered tools** for learning design, production & localization

## AI Learning: Enhancing the Learning Experience

- **AI Companion**, is our role-based learning companion integrated into our LearningHub and accessible for any Cegos training solution
- **AI Adaptive** and **personalized** solutions
- All solutions compliant with GDPR, EU AI Act and ethical guidelines



## AI offer: Empowering Clients with AI Skills

- **Delivering AI** capabilities through our training portfolio
- **Ready-to-use, multilanguage** solutions for helping professionals **use AI effectively** and responsibly
- **GenAI offer**: from digital literacy to applied business use (Sales, HR, Project Management...)

## AI Governance: Leading with Responsibility

- Cegos **AI Code of Conduct** aligned with EU AI Act
- **Ethics, transparency, sustainability and governance** by design
- **Editorial guidelines** for AI use and disclosure
- Strategic tech **partnerships** and **CSR** in AI scaling

# Cegos: A multi-awarded expertise worldwide



2025 Fosway 9-Grid™  
Strategic leader  
In digital learning



2025 HREC Human  
Resources Supplier  
Value Award





# Our ready-to-use Courses

Multilingual, Live or Self-Directed, 4REAL programs that can also be customized for you.

[Displayed on cegos.com](https://www.cegos.com)



# Courses with the flexibility you need



**COURSES:** 2 consecutive days or 14h in blended format

1. **First-class content for ready-to-use F2F**, Blended or virtual delivery
2. **Skill-based** training, focusing on practice and **human interaction**
3. Available in **multiple languages**, for local and international deployment
4. Courses adapted to local culture, delivered by consultants experienced in intercultural projects
5. **Plug & Play**, simple and cost-effective solutions



**LIVE CLASSES:** ½ day and 1 day for virtual or face to face training

1. **Worldwide** content, carefully localised
2. **Flexible** and ready for being delivered virtually, or inside a blended learning path
3. Ideal to **scale up** and embed with our digital learning assets, for **custom learning experiences**
4. Content created by our **experts** based on business' best practices
5. **Rich pedagogy** to immerse learners in highly engaging, action-oriented experiences that maximize workplace transfer



**Skills PLAYLISTS:** 2h for self-directed learning

1. **Curated list of Cegos e-learning modules** covering trending topics and offering a flexible solution for supporting the development of a specific skill.
2. Includes **between 7 to 14 selected modules with higher evaluations (+4.3 in 5 stars)**
3. **Flexibility and Convenience:** 2h with short and engaging courses that fit seamlessly into busy schedules



# Personal Development

Our Personal Development training helps people become more self-aware, resilient, and focused. From time management to emotional intelligence, these programs boost their skills, well-being, and career satisfaction.

By investing in your employees' growth, you create a company culture of learning and adaptation. This helps your organization succeed in the long run.

\*Titles scheduled for release in 2026 may be subject to change



## Assertiveness & Self-confidence

- ✓ [2206](#): The 5 Personal Development Tools to Boost Professional Relationships **BEST** 
- ✓ [7111](#): Connecting With Others Using 4 Neuro-linguistic Programming (NLP) Tools
- ✓ [7114](#): Fostering Assertive Relationships in Your Workplace **BEST** 
- ✓ [Vc003](#) and [vc003-ext](#): Difficult Conversations
- ✓ [Vc024](#) and [vc024-ext](#): Assertiveness and Self-Confidence: Speaking Up, Speaking Out, and Knowing Your Worth
- ✓ [Vc026](#): Unlock Your Potential With Open Leadership

## Growth Mindset

- ✓ [8578](#): MyStory: Succeeding in Situations of Change
- ✓ [9635](#): 5 keys to Success **NEW**
- ✓ [VC039-ext](#): Growth Mindset: Reinventing Yourself Professionally

## Time & Energy Management

- ✓ [6570](#): Anticipating and Responding to Daily Pressure 
- ✓ [8040](#): Time Management Fundamentals **BEST** 
- ✓ [Vc018](#) and [vc018-ext](#): Time Management
- ✓ [Vc020](#) and [Vc020-ext](#) Self-Management in a Hybrid World **NEW**

## Emotional Skills

- ✓ [8449](#): Dealing With Your Emotions **2026**
- ✓ [Vc022](#) and [vc022-ext](#): Empathy Awareness in a Changing World
- ✓ [Vc043-ext](#): Emotional Intelligence **NEW**



# Working with Others

Collaboration is key to success. Our training helps people work together better, resolve conflicts, and communicate effectively. This creates a positive work environment where everyone feels valued and respected.

When people work together well, they can achieve great things.





## Teamwork & Conflict Management

- ✓ [264](#): Lead Highly Effective Meetings **BEST**
- ✓ [9283](#): Facilitation and Collective Intelligence Tools **BEST**
- ✓ [Vc006](#) and [vc006-ext](#): Influencing Without Authority
- ✓ [Vc007](#) and [vc007-ext](#): Feedback
- ✓ [Vc011](#): Networking
- ✓ [Vc012](#): Effective Meetings
- ✓ [Vc045-ext](#): Power Teams **NEW**

## Oral & Written Communication

- ✓ [5933](#): Public Speaking Fundamentals **BEST**
- ✓ [8541](#) and [8541-3LC](#): Communicating for Impact
- ✓ [Vc019](#): Effective Communication
- ✓ [Vc041](#) and [vc041-ext](#): Storytelling

## Creative Thinking & Innovation

- ✓ [6476](#): Problem Solving and Decision Making
- ✓ [8865](#): Innovating with Design Thinking 
- ✓ [Vc009](#) and [vc009-ext](#): Creativity & Innovation
- ✓ [Vc014](#): Problem Solving
- ✓ [Vc029](#) and [vc029-ext](#): Critical Thinking for Effective Problem Solving
- ✓ [9620](#): Boost your creativity with AI 



# Management & Leadership


Effective management and leadership is the cornerstone of organizational success, transcending hierarchies and roles.

There are key skills needed to foster a positive work culture, boost employee engagement, empower individuals to inspire and guide their teams towards shared goals.



\*Titles scheduled for release in 2026 may be subject to change

## Core Management Skills

- ✓ [8544](#) and [8544-3LC](#): MyStory: How to succeed as a new manager
- ✓ [255](#): Advanced Team Management Skills **BEST**
- ✓ [259](#): Communication Skills for Managers: Across the Organisation **BEST**
- ✓ [5881](#): Management Fundamentals **BEST**
- ✓ [5934](#): Delegation Skills for Managers **BEST**
- ✓ [6198](#): Conflict Management Skills for Managers **BEST**
- ✓ [9536](#): Finance for non-financial managers
- ✓ [5930](#): Time Management for Managers **BEST**
- ✓ [Vc001](#): Remote Management
- ✓ [Vc008](#) and [vc008-ext](#): Collaboration
- ✓ [Vc010](#): Delegation
- ✓ [Vc013](#): Motivation
- ✓ [Vc030](#): Data-driven Strategy: How to Enhance Team Performance
- ✓ [Vc036-ext](#): Artificial Intelligence Skills for Managers **2026 REVAMP**
- ✓ [9538](#): Essentials of Corporate Finance **NEW**
- ✓ [8584](#): High Performance Teams **NEW** 

## Cross-Functional Management

- ✓ [8550](#) and [8550-3LC](#): Cross-Functional Management
- ✓ Leadership for cross-functional managers **2026**

## Change Management

- ✓ [8547](#) and [8547-3LC](#): Managing teams through adversity
- ✓ [6686](#): The 4 Keys to Change Management **BEST**
- ✓ [Vc005](#) and [vc005-ext](#): Change Management

## Project Management

- ✓ [7743](#): Managing Multiple Projects **BEST**
- ✓ [8545](#) and [8545-3LC](#): The Fundamentals of Project Management
- ✓ [9604](#): AI for Project Management
- ✓ Project Management Essentials for Occasional Managers **2026**
- ✓ Project Management Essentials – Level 2 **2026**

## Leadership

- ✓ [8546](#) and [8546-3LC](#): Leadership: Unleashing the power of diversity
- ✓ [Vc015](#): Strategic Thinking
- ✓ [Vc016](#) and [vc016-ext](#): Coaching
- ✓ [Vc037-ext](#): Leadership: Creating Team Synergy and Trust
- ✓ [8581](#): A Leader and a Mentor **NEW**
- ✓ [8582](#): A Leader and an Ally **NEW**
- ✓ Booster Program: From Manager to Leader: Foresight, influence and executive presence **2026**
- ✓ Foresight & Future Thinking **2026**



# Business Transformation

These programs are designed to equip everyone with the right skills and tools to navigate uncertainty, optimize talent management, facilitate effective training, promote sustainability and inclusion, and bolster digital and data skills, creating a unified force capable of adapting, innovating, and ultimately achieving the desired outcomes.




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## AI, Digital & Data Skills

- ✓ [Vc034-ext](#): AI for Productivity and Effectiveness **2026 REVAMP**
- ✓ [9526](#): AI for Content Creation **BEST**
- ✓ [Vc036-ext](#): Artificial Intelligence Skills for Managers
- ✓ [9637](#): AI for Procurement
- ✓ [9620](#): Boost Your Creativity with AI
- ✓ [9651](#): AI for Executive Assistants **2026**

## Talent Management

- ✓ [Vc004](#): Mentoring
- ✓ [8543](#) and [8543-3LC](#): HR as a Business Partner (HRBP) 
- ✓ [8548](#) and [8548-3LC](#): How to Attract and Retain Talent in The Experiential World
- ✓ [Vc021](#): Business Acumen for HR professionals
- ✓ [Vc023](#): Agile HR: new mindset in people management
- ✓ [Vc044-ext](#): Day-to-day AI for HR **NEW**
- ✓ [9619](#): Becoming a Mentor **NEW**

## Sustainability & Inclusion

- ✓ [8579](#) and [8579-3LC](#): Navigating ESG
- ✓ [8580](#): Teams for Allyship **NEW**
- ✓ [7981](#): The Fundamentals of Corporate Social Responsibility (CSR) **NEW**
- ✓ [Vc017](#): Cultural Awareness
- ✓ [Vc031](#): Navigating ESG: The Governance Pillar
- ✓ [Vc032](#): Navigating ESG: The Environmental Pillar
- ✓ [Vc033](#): Navigating ESG: The Social Pillar

## Procurement & Supply Chain

- ✓ [178](#): Purchase Negotiation – Fundamental **NEW BEST**
- ✓ [773](#): Purchase Negotiation – Intermediate **NEW BEST**
- ✓ [7297](#): Sustainable Development and Procurement: Practicing Responsible Purchasing **NEW**
- ✓ [9637](#): AI for Procurement

## Training for Trainers

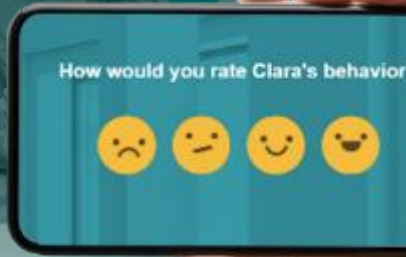
- ✓ [8511](#) and [8511-3LC](#): Train the Trainer: Deliver effective digital and F2F training
- ✓ [Vc035-ext](#): Next-Gen Training: AI-Driven Design, Facilitation, and Evaluation



# Sales & Client Relationship

Our training solutions equip individuals with the skills and strategies to build rapport, understand client needs, and drive customer satisfaction and loyalty.

They empower professionals to deliver exceptional customer experiences, navigate challenging situations effectively, ultimately driving growth and profitability.



\*Titles scheduled for release in 2026 may be subject to change

## Customer Experience & Relationship

- ✓ [Vc025](#): Hybrid Customer Journey Demystified
- ✓ [Vc028](#): Best Practices on Client Management
- ✓ 9691: Bringing the Human Touch Back to Customer Relationships **2026**


## Sales and Negotiation

- ✓ [8576](#) and [8576-3LC](#): MyStory: Succeeding as a Senior Salesperson
- ✓ [8542](#) and [8542-3LC](#): Remote Selling
- ✓ [Vc027](#) and [vc027-ext](#): Commercial Negotiation
- ✓ [Vc040-ext](#): Data-Driven Sales Excellence
- ✓ [Vc038-ext](#): Boosting Sales Prospecting with AI
- ✓ 9702: Boosting Sales Productivity with AI **2026**
- ✓ 7424: Commercial Negotiation - Level 2 **2026**

## KAM

- ✓ [8577](#): Key Account Management (KAM) 

## Manage Sales Teams

- ✓ [8549](#) and [8549-3LC](#): Elevate Your Sales Team's Performance 





# Digital learning assets & bundles

A variety of formats and ready-to-use digital bundles, to support each step of the learning experience.

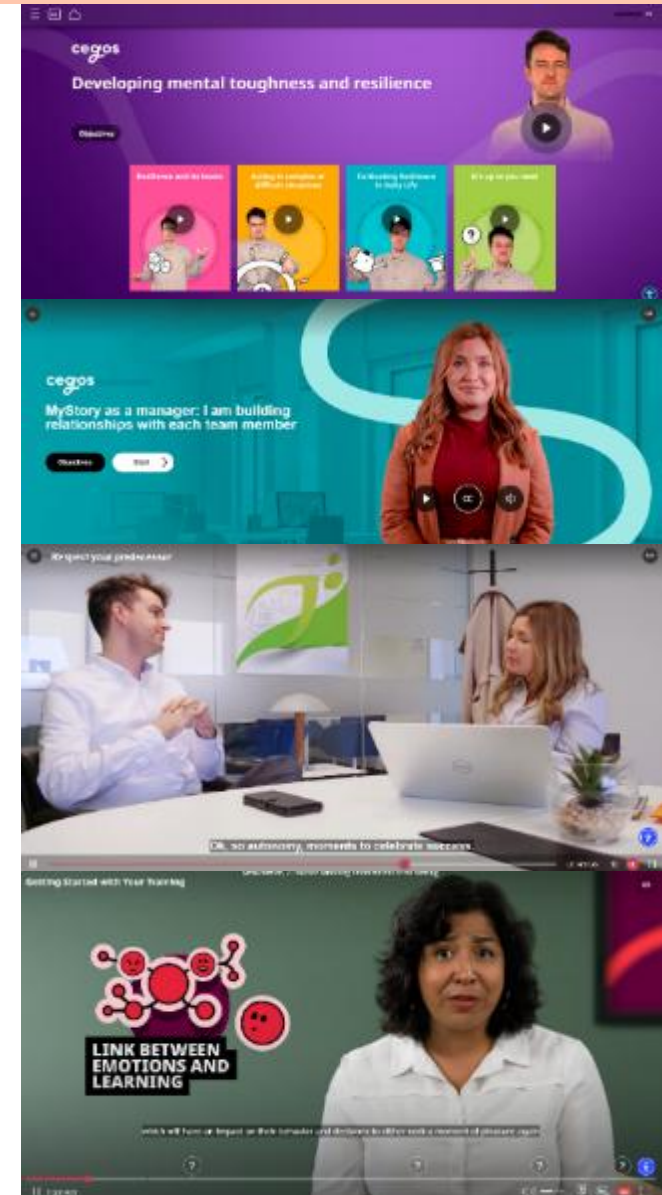


# Benefits of our collection for digital learning



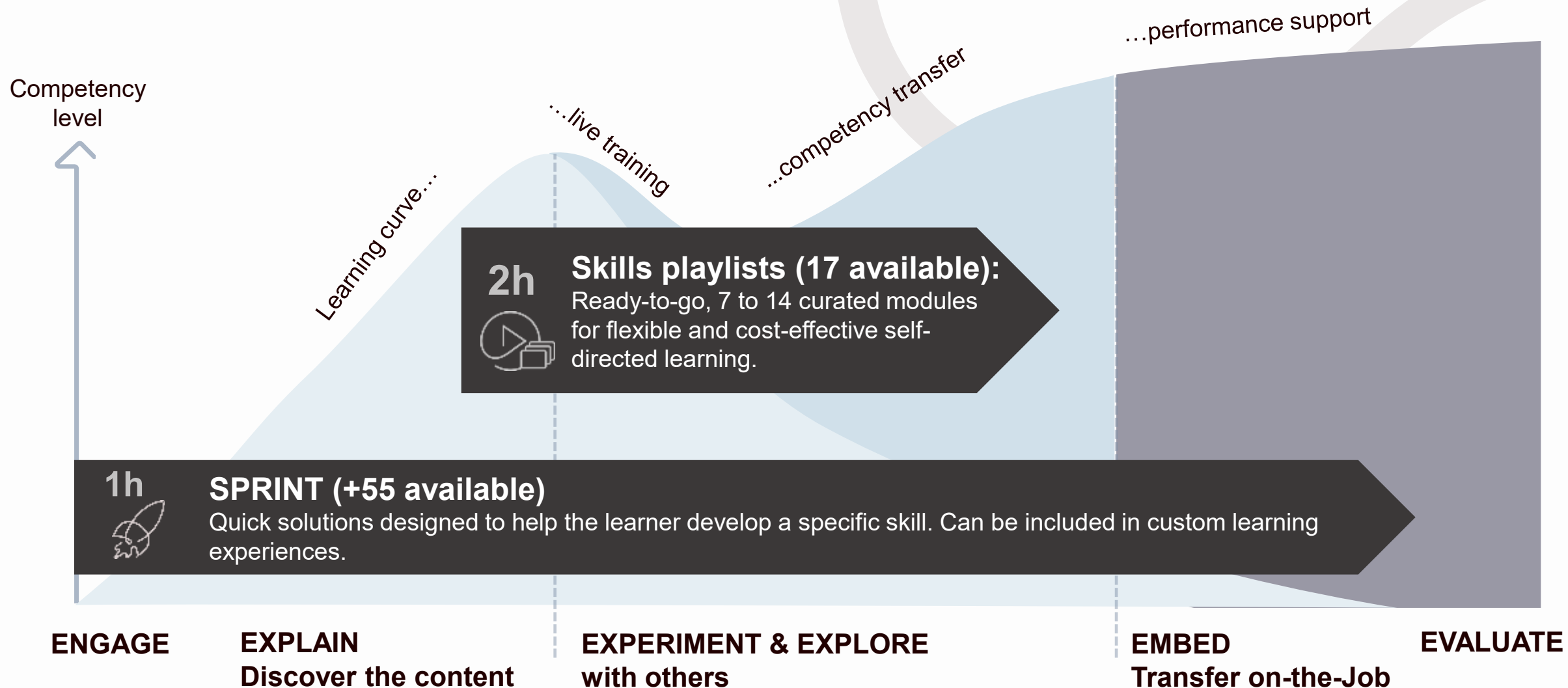
Since 2007 we've been continuously investing to provide our clients with the most engaging and effective online learning experience:

- State-of-the-art L&D and pedagogical expertise, for online self-directed learning
- Skill-based portfolio in **5 capability areas**
- Multilanguage offer, in **up to 30 languages**
- Different learning goals and durations for delivering at the point of need
- Variety of formats, because there's no single way to learn
- **Ready-to-use digital bundles** with curated assets
- With **+1M learners** connected per year
- Compatible with different learning environments & LMS
- **WCAG Compliant**



# 2 Express Digital Bundles

Solutions for self-directed learning and to enrich a custom blended learning path



# Digital Skills Playlists for self-directed learning

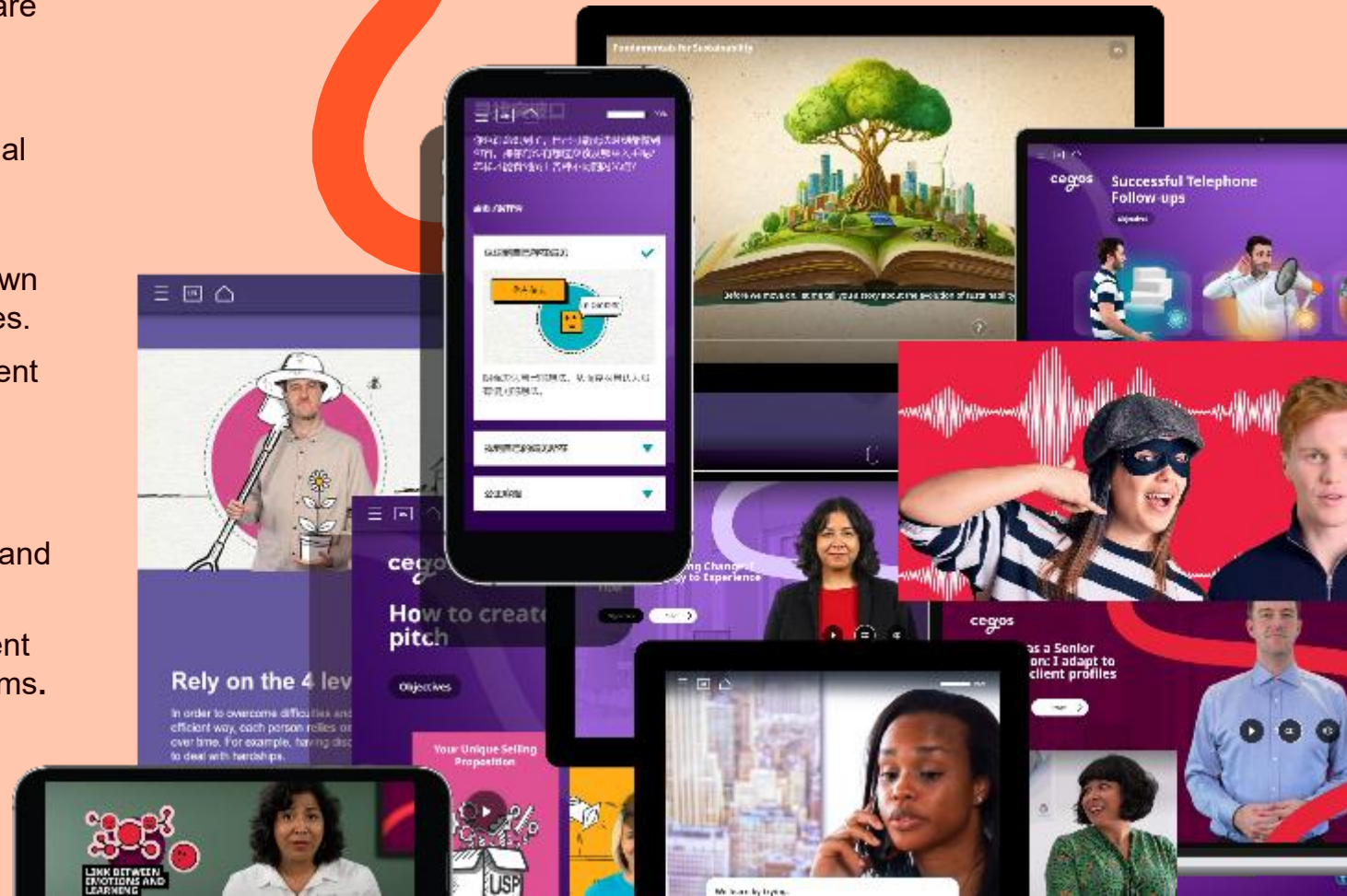
We've looked inside our digital learning library to **curate a premium collection of digital playlists**, around our core **key skills**. Here are **7 reasons for choosing this solution**:

1. **Efficiency & Relevance:** Ready-to-go playlists cover essential skills and allow teams to dive into development within just 2 hours.
2. **Flexibility & Convenience:** Learners can progress at their own pace, integrating learning seamlessly into their busy schedules.
3. **Engaging & Interactive:** Varied formats maximize engagement and make learning more interactive and enjoyable.
4. **Personalized & Customizable:** Tailor content to specific job roles or organizational needs, ensuring relevance.
5. **Measurable Results:** Track progress, monitor engagement, and measure ROI for impactful training outcomes.
6. **Cost-Effective & Multilingual:** High-quality, affordable content available in 7+ languages, making it accessible for global teams.
7. **Versatility:** Suitable for self-study, formal training, or blended learning journeys.



# 17 Skills Playlists already available

Curate lists of the Cegos best modules around a specific skill. Each playlist include between 7 to 14 modules with a maximum duration of 2h.



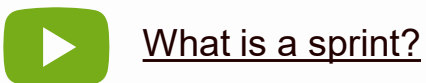
# Cegos Learning Sprints Format

Short learning cycle for specific skills development

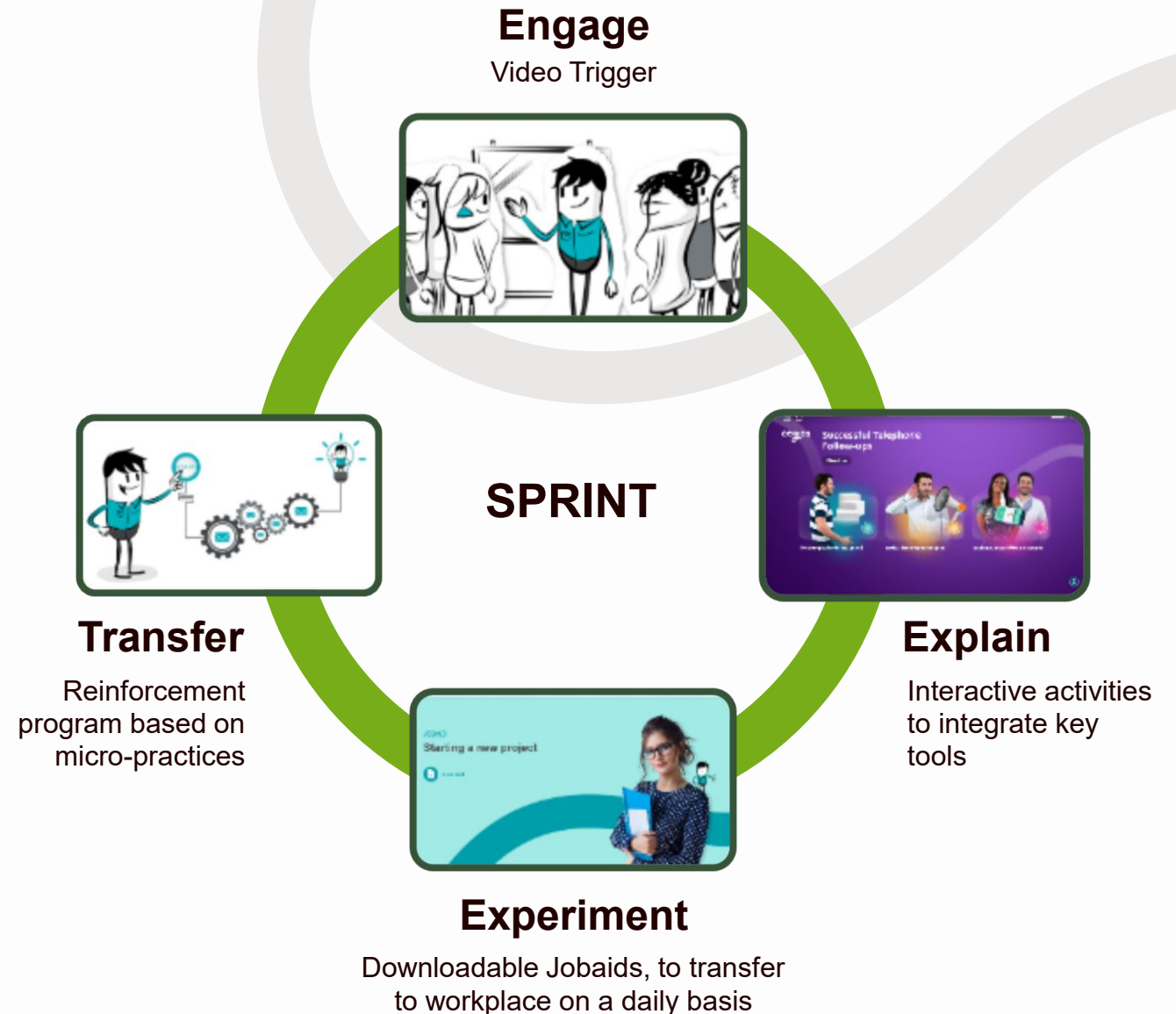
Every sprint includes different formats with a specific objective:

- **Engage** the learner: a short situational video that helps become aware of the problem.
- Help the learner **Explore** the subject: interactive e-learning modules to understand the subject.
- Let the learner **Experiment** with the topic: infographics to practice new skills based on various business situations.
- Accompany the learner in **Transferring** the learning “on the job”: micro-challenges to make learning stick through practice.

**Cegos has +55 Sprints available in 7 languages**

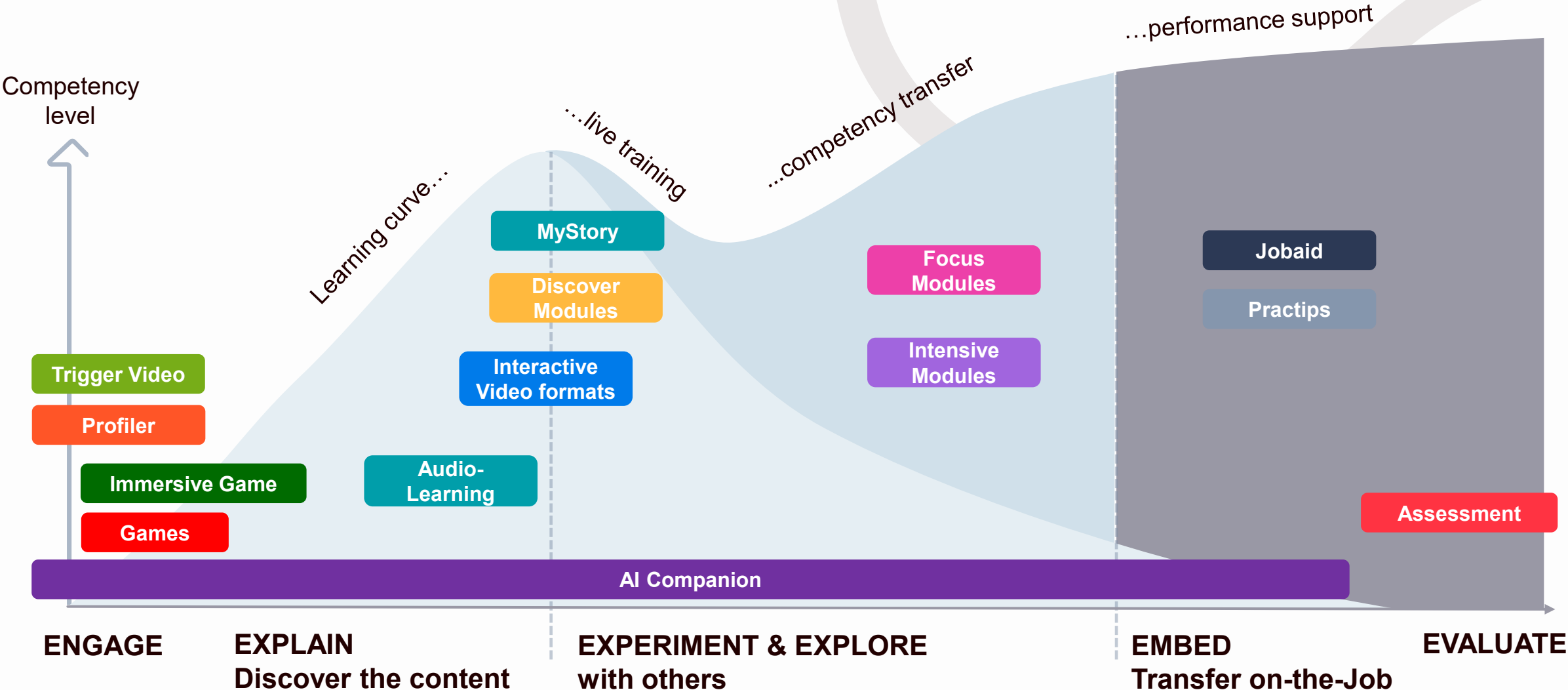


[What is a sprint?](#)



# Multiple digital formats

Different solutions to support each step of the learning experience (5E approach)



NEW



## AI Companion

### Strengthen Your Training Program with the smart add-on

AI Companion is a role-based **learning companion** integrated into our LearningHub and **accessible** for any **Cegos training solution**.

Anchored in a human-centered approach, it helps learners **understand**, **reflect**, and **practice** key concepts in **real time** for the **development of critical skills**.

## What are AI Companion Features ?

### Delivers trusted, pedagogical guidance

Provides clear explanations, examples and scenario-based simulations drawn exclusively from validated Cegos expertise (RAG approach).

### Supports key learning moments

Helps learners prepare during the programme, stay engaged during activities and apply new skills afterwards.

### Seamless digital experience

No external tools, no disruption for learners.

### Optional and non- intrusive

Learners choose when to use it. The AI Companion supports learning but never evaluates or replaces the trainer.

### Responsible & Secure

EU-hosted, GDPR-compliant and aligned with AI Act guidelines. No learner data stored or reused.

NEW

# AI Companion

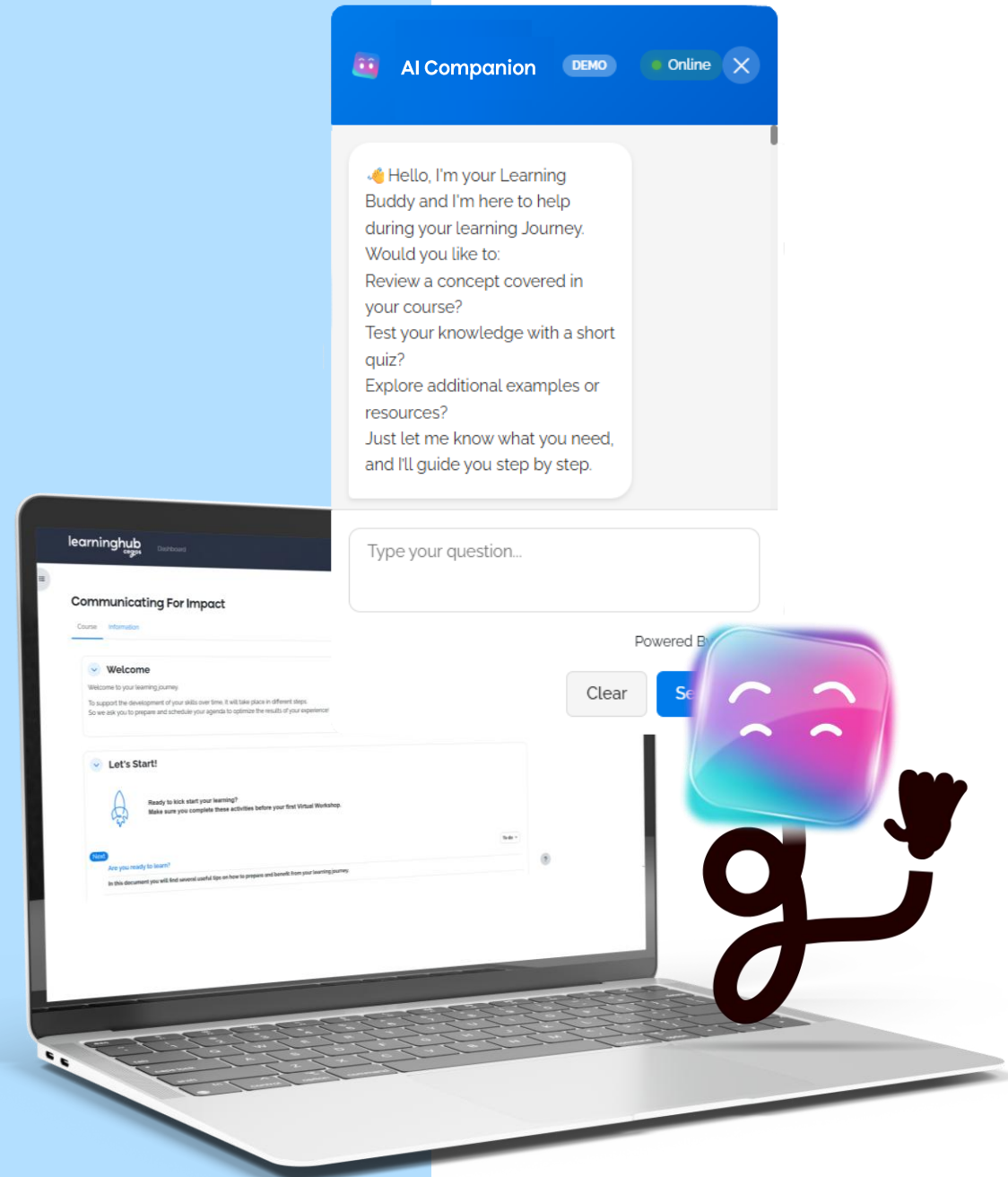
## Why Include Cegos AI Companion in Your Training Program?

### Value for Organisations

- Participants can better prepare for training and stay more engaged.
- Reinforces learning before, during and after the training programme
- Positions your organisation as innovative when learners increasingly expect AI-enhanced learning.

### Value for Learners

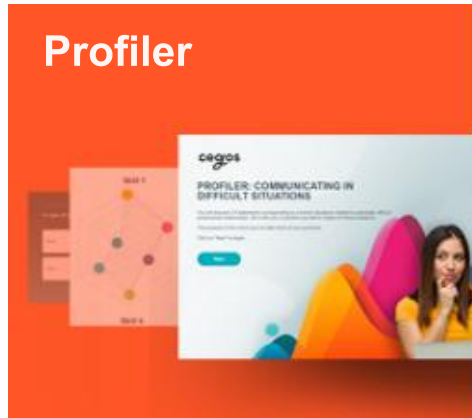
- Improves understanding with contextual explanations based on validated Cegos content
- Strengthens real-world application through reflection prompts and scenario-based simulations.
- Offers safe and supportive guidance. The AI Companion does **not** evaluate or replace the trainer.



# Digital Formats to engage

Cegos digital modules come in different formats to address different learning needs. Engaging the learner is the 1st step for any successful learning journey. Cegos designed these 2 formats to trigger motivation, provide context for the learner starting point.

★ **NEW** We've improved and grown our **game solutions** to enrich our learning experiences

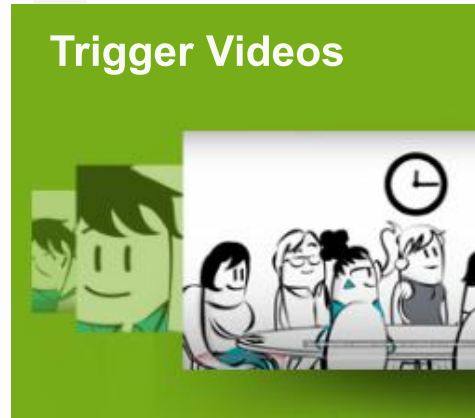


## Profiler

[Our Profilers](#)

**Objective:** Help the learner gain self-awareness of their practices and skills they need to develop or work on.

**Solution:** Self-assessment tool that includes 15 to 60 questions to be answered by the learner

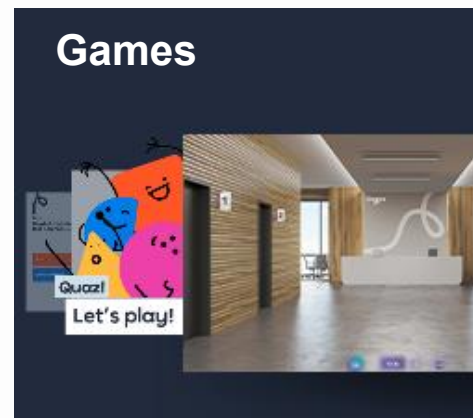


## Trigger Videos

[Trigger video demo](#)

**Objective:** Trigger a change of point of view from the learner.

**Solution:** 1' motion design.



## Games

[Gamification](#)

**Objective:** make learning fun and stimulating.

**Solutions:**  
**Escape game:** online platform for delivering escape room-style experiences.  
**QUAZ:** simple-to-use application for trainers to create and host interactive quiz games.



## Audio learning

[Audio-Learning presentation](#)

**Objective:** Trigger reflection and inspire action. Leverages the power of audio storytelling to anchor concepts and skills.

**Solution:** 7min engaging audio stories



## Immersive Game

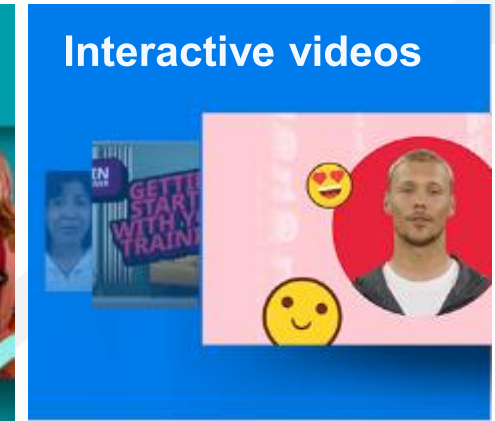
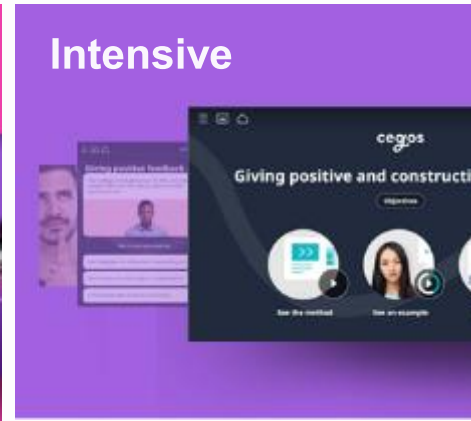
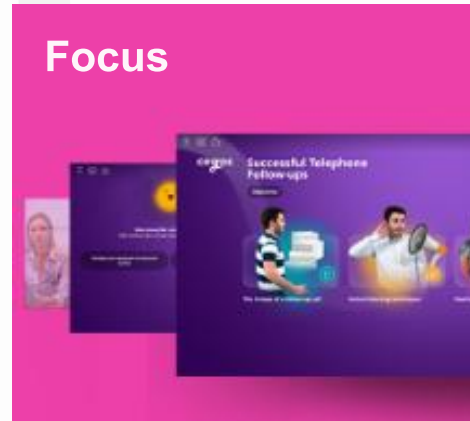
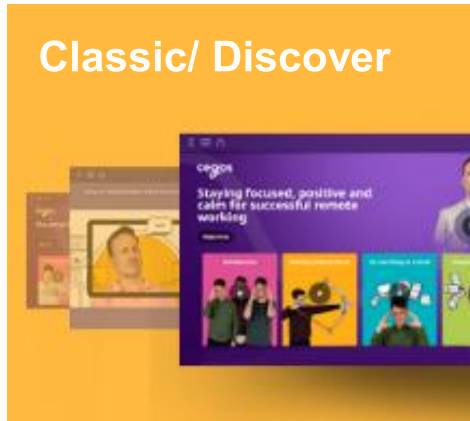
[Immersive Game](#)

**Objective:** make learning fun and stimulating.

**Solution:** Game-based learning experience where learners explore interactive rooms, solve challenges and discover key concepts in a 20min self-directed mission.

# Digital Formats to explain, experiment and explore

Our portfolio includes a **variety of interactive learning formats** to develop skills and provide practice: videos based on real life examples, simulations, quizzes and more.



## [Our Discover modules](#)

**Objective:** Discover and explore specific content, from the point of view of the “hero”.

**Solution:** 15 minutes engaging, user friendly and interactive experience on a key business skills set

## [Our Focus modules](#)

**Objective:** experiment and practice to master a specific behaviour from common situations that learners are likely to encounter in the workplace.

**Solution:** 10 minutes real-life interactive scenarios to make learning stick through practice

## [Intensive module demo](#)

**Objective:** Practice and trigger a change of point of view from the learner.

**Solution:** 7 minutes short mobile modules to practice new skills based on various business situations

## [MyStory demo](#)

**Objective:** Follow a person on a daily basis in their new professional role, get feedback on what goes right and wrong. Identify good practice and attention points for specific situations.

**Solution:** 10 minutes full screen interactive videos that present real life professional situations using a diary approach

## [Micro-videos](#)

**Objective:** Provide the learner with essential information on the subject with an engaging visual format.

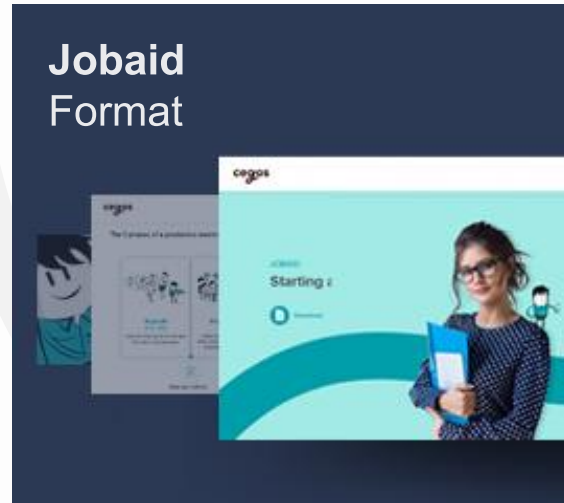
**Solutions:**  
**Micro-videos** with around 3 min;  
**Interactive videos** between 5 to 15 minutes with animation and interactions

# Digital Formats to increase performance

Cegos believes that human interaction and well-spaced learning are key for on-the-job transfer and increased performance.

Our **Jobaids** and **Practips** guide and support the learner with strategies to apply what they learned in their daily routines.

Our **assessments** can be developed in different formats and used at different steps of the learning experience.



 [Jobaid demo](#)

**Objective:** Enable knowledge transfer on-the-job.

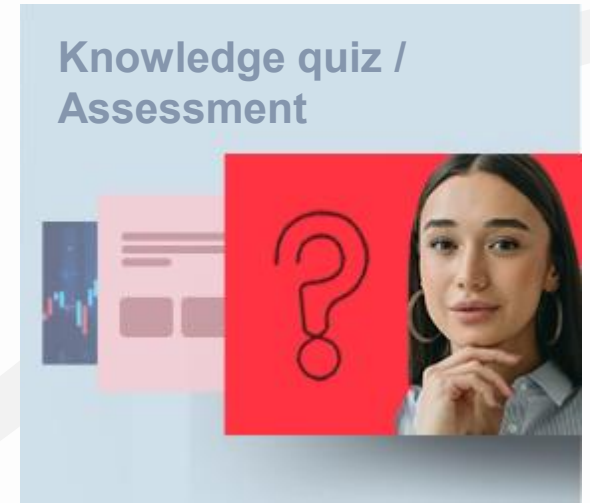
**Solution:** PDF file that can be downloaded by the learner, integrating the insight on the method, a real-life example and a template for on-the-job transfer.



 [Practip demo](#)

**Objective:** Reinforcement, to make sure that new habits stick!

**Solution:** Day-to-day notifications reinforcement/micro-practicing program, that can span over several weeks. Delivered by Learninghub@Cegos (could also be delivered via customer's LMS, but would require set up).



**Objective:** assess understanding, provide feedback, and allow learners to monitor their progress and reinforce key concepts, ensuring practical application and retention of knowledge.

**Solution:** MCQ library for quizzes and evaluations

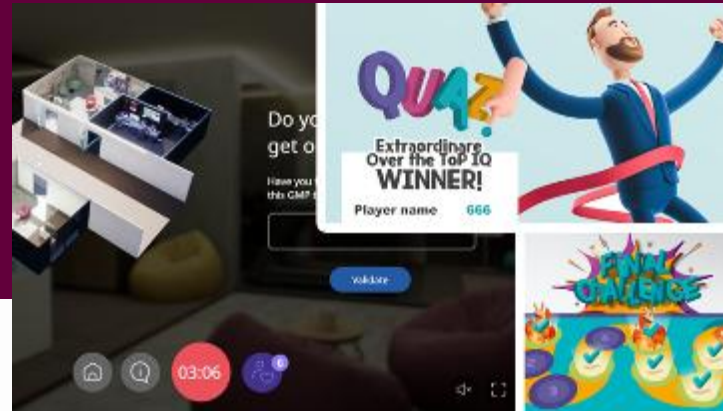
# Gamification strategies

Gamification is a powerful strategy to support your learning goals and enhance engagement. Here's how we implement it at different levels:



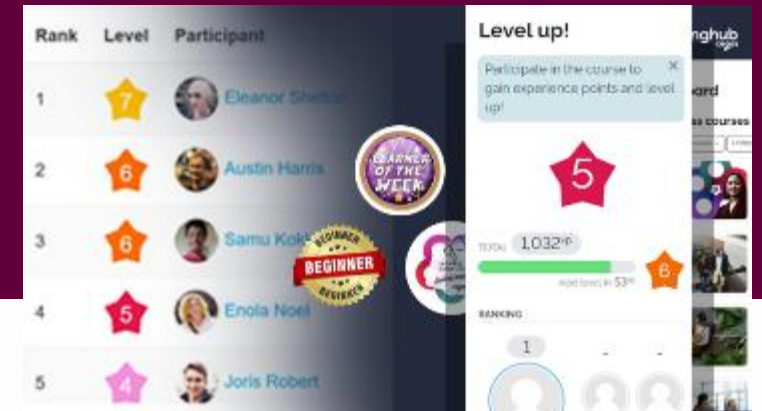
## Content Gamification:

- We incorporate game-like elements within the learning content itself to make learning fun, engaging interactive and stimulating
- This can involve scenarios where learners make decisions and receive immediate feedback, **points**, or **rewards**.
- Interactive layers such as **badges**, **levels**, and unlockable content help to keep learners motivated while completing activities



## Gamified Learning path:

- **Gamified pedagogy supported by the LMS** features to sustain learner motivation and fostering collaboration.
- We incorporating tools such as **quizzes**, **escape games**, and other interactive formats.
- These activities enhance creativity, encourage problem-solving, and keep learners engaged by integrating fun, challenge, and teamwork



## Learning transfer Gamification:

- Increase training impact by **rewarding learners for applying their knowledge** to solve challenges and achieve business goals.
- Measure impact through KPIs, performance analytics, and social recognition support gamification techniques, such as **leaderboards**, **badges**, and **reward** the demonstration of mastery and engagement.

## 1: Assertiveness & Self-Confidence

### Playlist:

- [Play007](#): Assertiveness Toolkit: Communicating with Confidence

### Digital Sprints:

- [Sp023](#): Behave in an assertive way in relationships
- [Sp024](#): Dealing with passive, aggressive or manipulative behaviours in others

### Stand-alone e-Learning

- Aud005: Speak Your Mind **NEW**
- Mh007a/b: Adapting to other people to communicate more effectively. Part A/ Part B
- Mh011a/b: Assertiveness: know your profile. Part A/ Part B
- Mh015a/b: Knowing yourself better to communicate better. Part A/Part B
- mhd283: Open Leadership - Everyone Can Be a Leader
- mhd284: Assertive Communication Toolkit
- mhd287: Communicate Effectively With NLP
- gvid019: Boost Your Potential With Neuroscience
- me005: Develop your assertiveness - Level 1
- me013: Develop your assertiveness - Level 2
- me014: Develop your assertiveness - Level 3
- gim001: Immersive Game: Active Listening

## 2: Time & Energy management

### Playlist:

- [Play010](#): Time management and productivity
- [Play011](#): Well-being and Stress Management

### Digital Sprints:

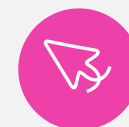
- [Sp005](#): Planning your week to focus on your key priorities
- [Sp006](#): Managing solicitations while preserving your priorities
- [Sp007](#): Curing work overload
- [Sp008](#): Effortlessly produce high value-added work

### Stand-alone e-Learning

- Aud003: Waves of Flow **NEW**
- gvid018: Develop Your Optimism
- me009: Curing work overload
- mfd011: Time Management: Dealing with Urgent Requests
- mh231: Plan and keep to your priorities of the week
- mh232: Effortlessly produce high value-added files
- mh263: Remote work : 10 minutes to Unplug and Recharge
- mhd249: Staying focused, positive and calm for successful remote working
- mhd250: Well-being in remote working
- mhd267: Manage your Energy for High Performance
- And much more...

### Games

- Gesc003: Self-Management





## 3: Growth Mindset

### Playlist:

- ✓ [Play009](#): MyStory Embracing Change
- ✓ [Play018](#): Master Your Mindset and Emotions **NEW**

### Digital Sprints:

- ✓ [Sp055](#): Learnability

### Stand-alone e-Learning

- ✓ mhd248: Developing mental toughness and resilience
- ✓ mhd281: Develop your Ability to Learn
- ✓ gvid020: Develop Your Growth Mindset

### Playlists: MyStory Embracing Change ([trailer video](#)):

- I Face a New Challenge
- I Become Aware of My Strengths
- I Surround Myself With People Who Can Help Me Progress
- I Set Up Rituals to Maintain My Energy
- I Focus My Energy to Experience Flow
- I Manage Conflicts Using Emotional Intelligence
- I Develop Agility and Adaptability to Deal with the Unexpected
- I Solve a Complex Problem with Collective Intelligence
- I Nurture Openness and Self-awareness to Grow
- I Adopt a Growth Mindset

## 4: Emotional Skills

### Playlists:

- [Play008](#): Emotional Intelligence at Work

### Stand-alone e-Learning

- mh013: The three pillars of interpersonal excellence
- Mh190a/b: Impact of emotions in the workplace. Part A/Part B
- Mh191a/b: Developing your emotional conscience. Part A/Part B
- Mh192a/b: Understanding emotional dysfunction. Part A/Part B
- mh193: Understanding and expressing your anger positively
- mh194: Controlling your emotions
- mh256: Personality styles: deepen the understanding of yourself and others
- mvid024: The Power of Meditation
- md017: Profiler: my emotional skills



## 5. Teamwork & Conflict Management

### Playlists:

- [Play014](#): Creating a Collaborative Team Environment

### Digital Sprints:

- [Sp009](#): Giving positive and constructive feedback
- [Sp012](#): Preparing for negotiation
- [Sp014](#): Managing tough negotiation situations
- [Sp015](#): Handling objections
- [Sp025](#): Facilitate effective meetings
- [Sp026](#): How to succeed at remote work
- [Sp027](#): Collaborate for results
- [Sp028](#): Effective questioning and listening
- [Sp052](#): The Art of Empathetic Communication
- [Sp053](#): Conflict Management

### Stand-alone e-Learning

- mh014: Developing an interpersonal communication strategy
- mh016: Three routes to good communication
- mh017: Three levers for building winning cooperation
- mh234: How to succeed at remote work
- mh242: 8 tools for more collaborative meetings
- mh253: Succeeding in your new role
- mhd277: The art of Empathy

- mhd280: How to Handle Conflict : From Conflict to Personal Growth
- mfh027: Facilitate effective meetings
- me001/012/015: Managing objections – Level 1, 2 and 3
- Me002/006/007: Conducting the negotiation process – Level 1, 2 and 3
- me008: Obtaining the support of your stakeholders
- me010: Giving positive and constructive feedback
- me011: Asking for feedback
- me016: Welcome well-formulated or awkward criticism
- me017: Learn how to practice active listening
- me026: 3 Milestones to Say Yes to Delegation
- me028: A step-by-step approach to managing conflict
- mvid022: Overcoming Barriers to Give More Feedback
- mvid023: Giving Feedback with SBI Method
- gim003: Immersive Game: Accepting Delegation



## 6. Creative Thinking & Innovation

### Playlists:

- [Play015](#): Innovative Thinking & Problem-Solving Toolbox
- **Digital Sprints:**
- [Sp016](#): Solving a problem in 3 steps
- [Sp018](#): Facilitating a brainstorming session
- [Sp019](#): Effective decision making

### Stand-alone e-Learning

- mh251: Creative problem solving
- mh252: Tools for effective decision-making process
- mhd269: Business Model Canvas
- mhd270: Design Thinking
- mhd286: Critical Thinking for Effective Decision-Making
- mhd289: Boost Your Creative Thinking

## 7. Oral & Written Communication

### Playlist:

- [Play016](#): Mastering the Art of Public Speaking

### Digital Sprints:

- [Sp034](#): Creating compelling visuals for a successful presentation
- [Sp035](#): Preparing and adapting your message for a successful presentation
- [Sp036](#): Preparing yourself to get on stage
- [Sp037](#): Handling difficult questions in meetings

### Stand-alone e-Learning

- mh056: Writing techniques: how to build persuasive arguments
- mh057: Preparing yourself to get on stage
- mh211: Identify your communication styles
- mh212: Successfully adapting your message
- mh214: Evade trick questions at meetings
- mh238: Creating compelling visuals for a successful presentation
- mhd259: Techniques to engage your virtual audience
- mhd260: Delivering engaging and confident online presentations
- mfh028: Public Speaking: Managing the Q&A
- mvid026: Designing Powerful Visuals Aids





## 8. Core Management Skills

### Playlists

- [Play002](#): Playlist: MyStory As Manager ([trailer video](#))
- [play019](#) - **Manager's Communication: Feedback, Delegation & Reviews** **NEW**
  - 7 Tips to Conduct Performance Reviews
  - Effective Delegations for Managers
  - Effective delegation : empowering your team
  - Practice: Conducting Constructive Performance Reviews
  - OKR: Goal-Setting Success
  - Overcoming Barriers to Give More Feedback
  - Giving Feedback with SBI Method

### Digital Sprints:

- [Sp029](#): Setting up and managing a remote team
- [Sp030](#): Running effective virtual meetings
- [Sp031](#): Building virtual relationships for team success
- [Sp033](#): Communicating effectively with a remote team
- [Sp038](#): Analyze and reinforce 4 key coaching manager skills
- [Sp039](#): Give a feedback as a manager
- [Sp041](#): Remote management: handling poor performing employees

### Stand-alone e-Learning

- Mh230: Keys to set up a remote team
- Mh262: Prepare your teams for times of uncertainty and transform fear into power

- Mfd043: Managing Conflict in Your Team: Strategies for Organizational Growth
- Gim002: Immersive Game: Feedback
- *and many other titles*

## 9. Change management

### Digital Sprints:

- [Sp011](#): Influencing & persuading : getting people on your side
- [Sp020](#): Dealing with the different emotions caused by change
- [Sp021](#): Building and sharing a strong vision
- [Sp022](#): Manage transformation with Test and Learn approach
- [Sp050](#): Prepare your teams for times of uncertainty and transform fear into power

### Stand-alone e-Learning

- Mh084: Triggering the dynamics for change
- Mfh030: Managing transformations with Test and Learn approach
- Me023: Digital transformation: overcoming resistance

### Leading Change Collection **NEW**

- GVID028: Leading Change: Who Can Lead It?
- GVID029: Leading Change: Give It Meaning
- GVID0310: Leading Change: Win Your Team Over
- GVID031: Leading Change: Make It Happen





## 10. Cross-Functional Management

### Stand-alone e-Learning

- Mhd273: Master Cross-Functional Management: 6 Coordination Mechanisms
- Mhd274: Master Cross-Functional Management : Communicate to Engage
- Mvid025: What Makes Cross-functional Management Unique **NEW**

## 11. Leadership

### Playlist:

- [Play001](#): Leadership Dynamics: Driving Team Growth

### Digital Sprints:

- [Sp040](#): GROW to empower your team members
- [Sp051](#): Unleashing the Power of Diversity, Equity, and Inclusion

### Stand-alone e-Learning

- Mfh029: GROW to empower your team members
- Mfh031: Building and sharing a strong vision
- Mh077a: Strategic vision and activity management. Part A

- Mh077b: Strategic vision and activity management. Part B
- Mh156a: Handling emotions within your team. Part A
- Mh156b: Handling emotions within your team. Part B
- Mhd266: Exponential Leadership
- Mhd285: Leading with data



## Leader of the Future

### In-house program, 4 to 5 days:

Immersive leadership training to develop leaders fit for the shifting future, tailored to your organization's unique needs. We provide the flexibility to deliver our program in either English or your local language.





## 12. Project Management

### Playlists

- [Play017](#): Project Management: From Planning to Implementation

### Digital Sprints:

- [sp001](#): Starting a new project
- [sp002](#): Organising the tasks and responsibilities of a project
- [sp003](#): Planning your project with agility
- [sp004](#): Preparing project steering committee meeting
- [sp010](#): Facilitate project team meetings
- [sp017](#): Creating and managing an effective action plan
- [sp032](#): Manage your project risks
- [sp046](#): The key tools for adopting an agile approach in project management
- [sp047](#): Managing your project with a hybrid approach
- [sp048](#): Develop the autonomy of the project team
- [sp049](#): Building long-term client engagement

### Stand-alone e-Learning

- Mfd016: Project Management: Mobilizing Your Team for Success
- Mfh021: Lead meetings remotely
- Mfh022: Remote Management : effective ways to communicate with team members

- Mfh023: Remote Management : handle poor performing employees
- Mfh024: Facilitating a project steering committee meeting
- mfh025: Facilitating a brainstorming session
- Mfh026: Develop and implement an action plan
- Mfh037: Agile projects: how to make processes work for your team
- Mfh038: Building agile relationships with clients
- Mh092a/b: Project planning. Part A/ Part B
- Mh093a/b: Drawing up a project budget. Part A
- Mh094a/b: Anticipating project risks. Part A
- Mh095a/b: From needs to project. Part A
- Mh239: The key tools for adopting an agile approach in project management
- Mh240: Managing your project with a hybrid approach
- Mh246: The keys to getting your project off to a flying start
- Mh247: Organizing tasks and responsibilities in a project
- Mhd265: Online Project Management

### Games

- Gesc001: Project Characteristics
- Gesc002: Introduction to Key Agile Concepts
- Gquaz003/4/5/6



## 13. Sustainability & Inclusion

### Playlists

- [Play005](#): Playlist: Sustainability 4 All ([trailer](#))

### Stand-alone e-Learning

- gvid039: Sexual Harassment: Know the Line **NEW**
- Gvid040: Moral Harassment: Know the Line **NEW**
- Building Your Company's Code of Conduct: From Values to Action **2026**
- Integrity Breaches: Corruption and Conflict of Interest **2026**

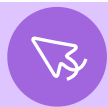
### DEIB4ALL Collection **NEW**

- mvid027: Beyond Gender
- mvid028: Beyond Orientation
- mvid029: Beyond Ethnicity
- mvid030: Beyond Ability
- mvid031: Beyond Age

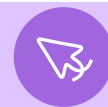
### Action for the Planet Collection **NEW**

- gvid034: Act for Climate
- gvid035: Act for Biodiversity
- gvid036: Act to Conserve Water
- gvid037: Act to Reduce Pollution
- gvid038: Act to Save Natural Resources

**Online CSR  
maturity test**



**Online AI  
maturity test**



## 14. AI, Digital & Data Skills

### Playlists

- [Play003](#): Playlist: Digital Skills 4 All ([trailer](#))

### Stand-alone e-Learning

- gvid023: GenAI Interactions with DIALOG Method
- mvid032: GenAI Risks **NEW**
- mvid033: GenAI Essentials **NEW**
- Md078 Profiler: AI Maturity Level of My Company **NEW**
- Building Your Company's Code of Conduct: Cyber security **2026**

### Games

- gesc004: Decoding AI | • quaz001: AI Jargon

### AI at Work Video Collection **2026**

- AI at Work: From the Hype to the Impact
- AI at Work: Handling Most Common AI Limitations
- AI at Work: Protecting Sensitive Data
- AI at Work: Understanding the EU AI Act
- AI at Work: Accountability When Using AI
- AI at Work: Improving your Prompts
- AI at Work: Leading AI Transformation
- AI at Work: Contact Center Tools That Matter

[Back to ready-to-use solutions](#)



**Business  
Transformation**

\*Titles  
scheduled for  
release in 2026  
may be subject  
to change



## 15. Procurement & Supply Chain

### Stand-alone e-Learning

- Sustainable Procurement (WT) **2026**

## 16. Talent Management

### Playlist

- [Play004](#): HR Dynamics: Talent management

### Digital Sprints:

- [Sp056](#): Attracting and Engaging Talent

### Stand-alone e-Learning

- mhd264: 5 dimensions of Employee Experience
- mhd268: HR from Outside In
- mhd278: How to recruit talent using social networks
- mhd279: Onboarding in a hybrid world

## 17. Training for Trainers

### Playlist

- [Play006](#): Trainers' Toolkit for a Success

### Other stand-alone e-Learning

- gvid024: Leverage Your Training with AI
- md052: Profiler: my practices as a trainer

### **[Play006](#): Playlist: Trainers' toolkit for a successful training (trailer)**

- mh243: On the job training: building and making the course come alive
- mh244: On-the-job training: how to support learners in the workplace
- mh245: 6 keys to successful digital training
- gvid001: Designing A Training Course
- gvid002: Getting Started With Your Training
- gvid003: Training Methods and Techniques
- gvid004: Handling Difficult Situations
- gvid005: Foster A Learning Community
- me021: Training on the job: the 7 main pitfalls to avoid
- me022: Practicing active listening in training
- me025: On-the-job training: using mistakes to learn

## Business Transformation

\*Titles scheduled for release in 2026 may be subject to change





## Sales & Client Relationship

\*Titles  
scheduled for  
release in 2026  
may be subject  
to change

## 18. Customer Experience & Relationship

### Playlist:

- [Play012](#): Elevating Customer Experience

### Digital Sprints:

- [Sp042](#): Giving bad news in a positive way
- [Sp043](#): Handling angry customers
- [Sp044](#): Managing customer incivility
- [Sp045](#): Managing urgent client requests

### Stand-alone e-Learning

- mh100: The challenges of customer relations
- mh101: Customer relationship: building trust
- mh102: Customer relationship: practicing active listening
- mh103: Customer relationship: creating commitment
- mh104: Developing loyalty through customer relationships
- mh235: Managing clients requests using chat
- mh241: How to map your customer journey
- mhd282: Hybrid customer journey and experience
- mhd288: Emotional Intelligence in Client Relationship
- mfh034: Giving bad news in a positive way
- mfh035: Handling angry customers
- mfh036: Managing customer incivility
- me020: Managing urgent client requests

## Customer Experience Collection **NEW**

- gvid041: Customer Experience: What Customers Really Want
- gvid042: Customer Experience: How to Earn Customer Trust
- gvid043: Customer Experience: How to Truly Listen
- gvid044: Customer Experience: How to Turn Conversations into Commitment
- gvid045 Customer Experience: How to Make Loyalty Last
- Contact Center Technology **2026**
- Best Practices for Contact Center Supervisors **2026**
- Best Practices for Phone Sales **2026**
- Best Practices Phone Communication **2026**
- Contact Center Communication Channels **2026**

## 19: KAM

## Audio Learning Collection **NEW**

- aud006: The Plan That Impressed No One
- aud007: The Feedback I Ignored
- aud008: The Ghost Stakeholder
- aud009: The Fix That Didn't Fit
- aud010: The Echo Chamber
- aud011: The Trend I Missed
- aud012: The Portfolio I Neglected
- aud013: The Client Who Slipped Away
- aud014: The Week I Burned Out





## Sales & Client Relationship

\*Titles scheduled for release in 2026 may be subject to change

## 20. Manage Sales teams

### Stand-alone e-Learning

- Mfd044: Leading Resilience Inside Sales Teams
- Md063: Profiler: My Competences as a Head of Sales

## 21. Sales & Negotiation

### Digital Sprints:

- [Sp013](#): Getting the best out of negotiation

### Stand-alone e-Learning

- me018 Ask the right questions to sell
- me019 Argue according to the customer profile
- me029 The Key Steps To Mastering Commercial Negotiation
- mfd012 Purchasing negotiations: playing the credibility card
- mfh033 Conduct a commercial negotiation
- mfh039 Delivering a powerful and winning online sales pitch
- mh130 Creating a Win-Win sales approach
- mh134 Establishing the right sales commitments
- Mh135a: The art of persuading through listening. Part A
- Mh135b: The art of persuading through listening. Part B
- Mh136: Convincing customers with a winning offer
- Mh233: Prepare for a win-win negotiation

## (cont.) Sales & Negotiation

- Mh236: Keys to BtoC sales cycle
- Mh237: Keys to BtoB sales cycle
- Mhd257: How to create a persuasive sales pitch
- Mhd258: Using social media for prospecting and selling
- Influencing Stakeholder Decisions in Complex Accounts **2026**

### [Play013](#): MyStory as a Senior Salesperson (Trailer)

- ms014: I target and prepare my prospecting by mobilizing my networks
- ms015: I mobilize my resources and involve my colleagues
- ms016: I manage the first moments of a meeting
- ms017: I bring out and qualify the client need
- ms018: I am a sales consultant; I help clients see new perspectives
- ms019: I reinforce the value of my proposal during my pitch
- ms020: I create impact during my presentations
- ms021: I adapt to different client profiles
- ms022: I prepare to answer objections from my client
- ms023: I keep my promises and consolidate the relationship with my client





# Learning trends & pedagogical approach





# Cegos L&D thought leadership

White paper

**Getting to grips with AI:  
training for ethical and  
effective use**

[Link](#)

Blog article

**5 Tips to Design  
Learning Experiences  
that Change  
Workplace Behaviour**

[Link](#)

Blog article

**A Leadership  
Breakthrough for  
Aston Martin**

[Link](#)

International Survey

**Discover our 2025  
Barometer on  
Diversity &  
Inclusion**

[Link](#)

International Survey

**First-time  
Managers**

[Link](#)

[Webinar](#)

White paper

**NEW Sales Management:  
A Practical Guide to Drive  
High Performance through  
contemporary sales  
training.**

[Link](#)

# Global Workforce Trends



## Digital Transformation

Accelerated digitalization of businesses, speed up of automation, AI adoption.



## Leaders and Managers need a new approach

Authentic, empathetic, adaptive leaders, the human-centric leaders.



## Flexibility is here to stay

“Remote” is being replaced by “Hybrid”. Flexibility of working mode is expected.



## Humans, Machines and Algorithms

New technology calls for developing critical thinking and confronting bias.



## Soft/Power Skills are ruling

Human skills are high in demand and becoming more critical to succeed in the workplace.



## Diversity, Equity and Inclusion

More pressure than ever on companies to diversify their ranks.



## Transition to a green economy

Broader application of ESG standards. Sustainability jobs are ones of the fastest-growing careers, especially in Europe.



## Disruption of skills

44% of worker’s core skills would be disrupted in the following five years.

# Learning and Development Trends



## Upskilling, Reskilling and... Right-Skilling

Addressing skills gap created by change, employee turnover, technology adoption and disruption. AI, big data, leadership and social influences.



## AI in Learning Technology

To anticipate learning needs, AI drive content library, create more engaging learning experiences etc.



## Microlearning

This type of content is easier to consume, refresh and repurpose.



## Data-driven L&D and Learning

Using data to track L&D progress and contribution to the business performance as well as the learner experience.



## Gamification and Interactive Content

To make training more engaging and effective.



## Personalized Learning Experiences

Delivery of on-demand and personalized learning paths.



## Lifelong Sustainable Learning

Corporate training fitting the corporate strategy and the learner's own personal goals.



## Skills-based learning

Skills are becoming more important than degrees when it comes to hiring.

# 4REAL

## A 360° approach to learning



## The proven method for performance and results

1

A long-term programme



2

Individualizable and customisable



3

Encouraging transfer to the workplace



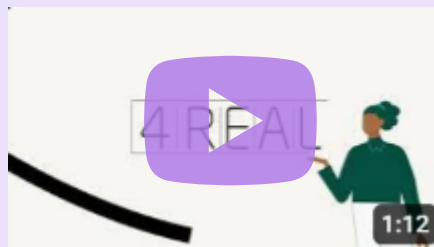
4

Partially or fully digital



### Benefits of 4REAL programs:

- ✓ **Direct Skill Use:** visible work improvements.
- ✓ **Performance Boost:** efficiency & quality gains.
- ✓ **Enhanced Engagement:** job satisfaction & retention.
- ✓ **Business Impact:** goal contribution & adaptability.
- ✓ **Growth Focused:** real, impactful results.



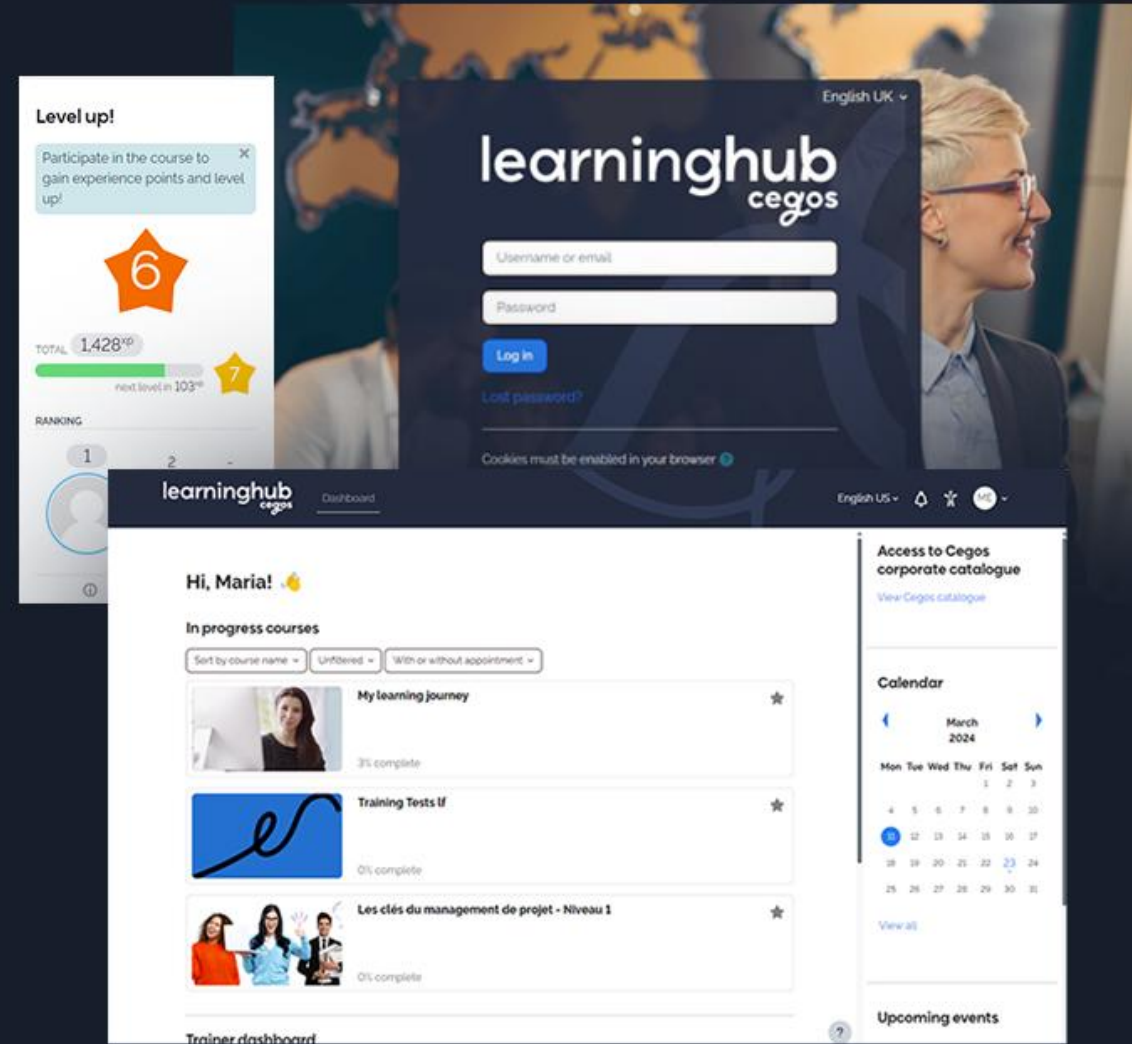
← VIDEO

**4REAL pedagogical approach is a proven method by Cegos, that engages the participant in an experience before, during and after the training.**



# My LearningHub @Cegos

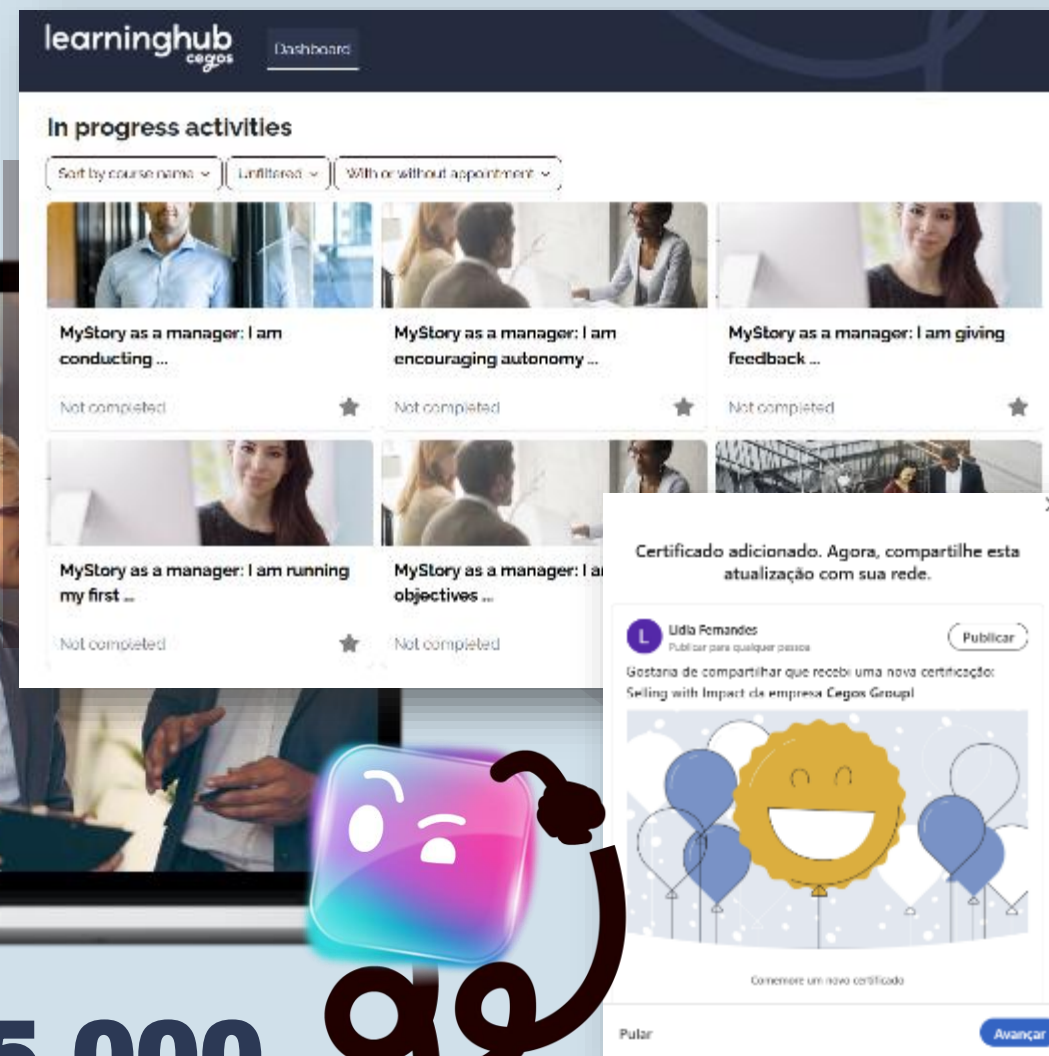
Seamless learning experience platform keeping learners engaged and connected.



# My LearningHub@Cegos

## Key features:

- Modern, customisable interface
- Accessible on multiple devices
- Multiple languages available
- Single point of entry for the participants and the trainer
- Easy to track the progress
- Performance dashboards
- Exciting experience: Personalisation, notifications, surveys, Forum, Badges, Certification, Gamification, etc...
- Integration with Enterprise Systems:
- GDPR and WCAG compliant
- New: AI Companion, your learning AI companion integrated in some learning paths for more interactions and autonomy



**+125,000**  
new users per year



[Our LearningHub](#)



# Measuring Performance & Engagement

Framework, solutions and tools for performance measurement to ensure continuous improvement and business impact.

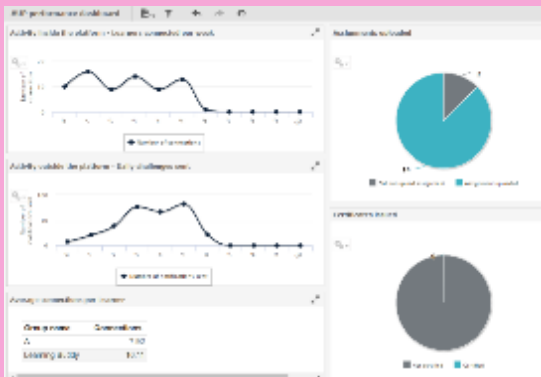


# Learner Engagement

*How do our Learning Analytics solutions boost learner's engagement?*



[How to keep Learners engaged?](#)



- 1. We gather data from user interactions**  
*Every user input generates data that tells us something useful*
- 2. The learning journey is personalised and stimulating**  
*We use that data to create gamification, regular updates, and immediate results*
- 3. The trainer monitors performance to guide and encourage learners**  
*An overview of results helps trainers provide timely assistance*
- 4. Feedback helps us deliver a first-class learning experience**  
*We see exactly where engagement increases and falls, and make adjustments*
- 5. The learner feels motivated and engaged, leading to better performance**  
*Skills are learned effectively and transferred to the workplace*



## Result?

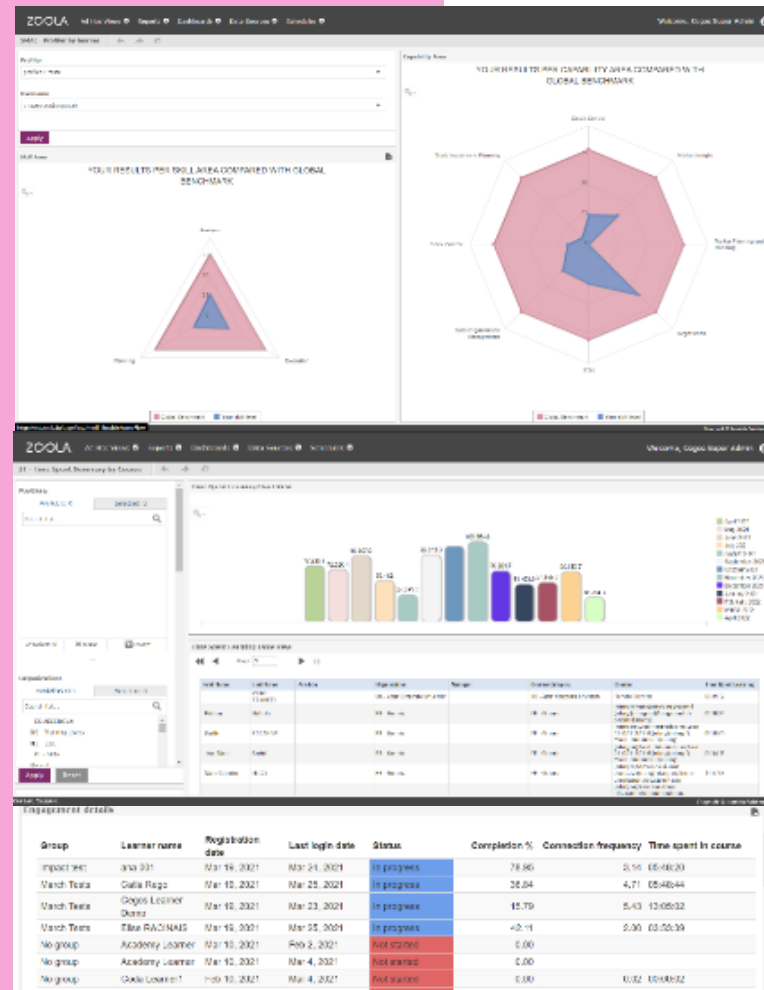
**Learners get bigger and better Results. Your organisation gets value for money!**

# Performance in the centre of your project

*How Learning Analytics helps track performance*



[How to measure Learning and Track Performance?](#)



## KPI

Based on the project KPIs, Cegos is able to create visual custom report and dashboards with the selected data, like:

- Course Progress Reports
- Course Engagement Reports
- Time Spent Learning
- Quality Survey reports
- Frequency of connections
- Quiz score Results
- User Activity Reports
- Forum Activity
- Feedback Results
- Certificate Reports
- Assignment Reports
- ... etc...



## Result?

**Learners get bigger and better Results. Your organisation gets value for money!**



# Innovation Process at Cegos

Continues innovation processes to develop unique learning experiences that will help to bring out the potential of every learner.



# Innovation process inside our Cegos Group Learning Collection

## How we support new business challenges?

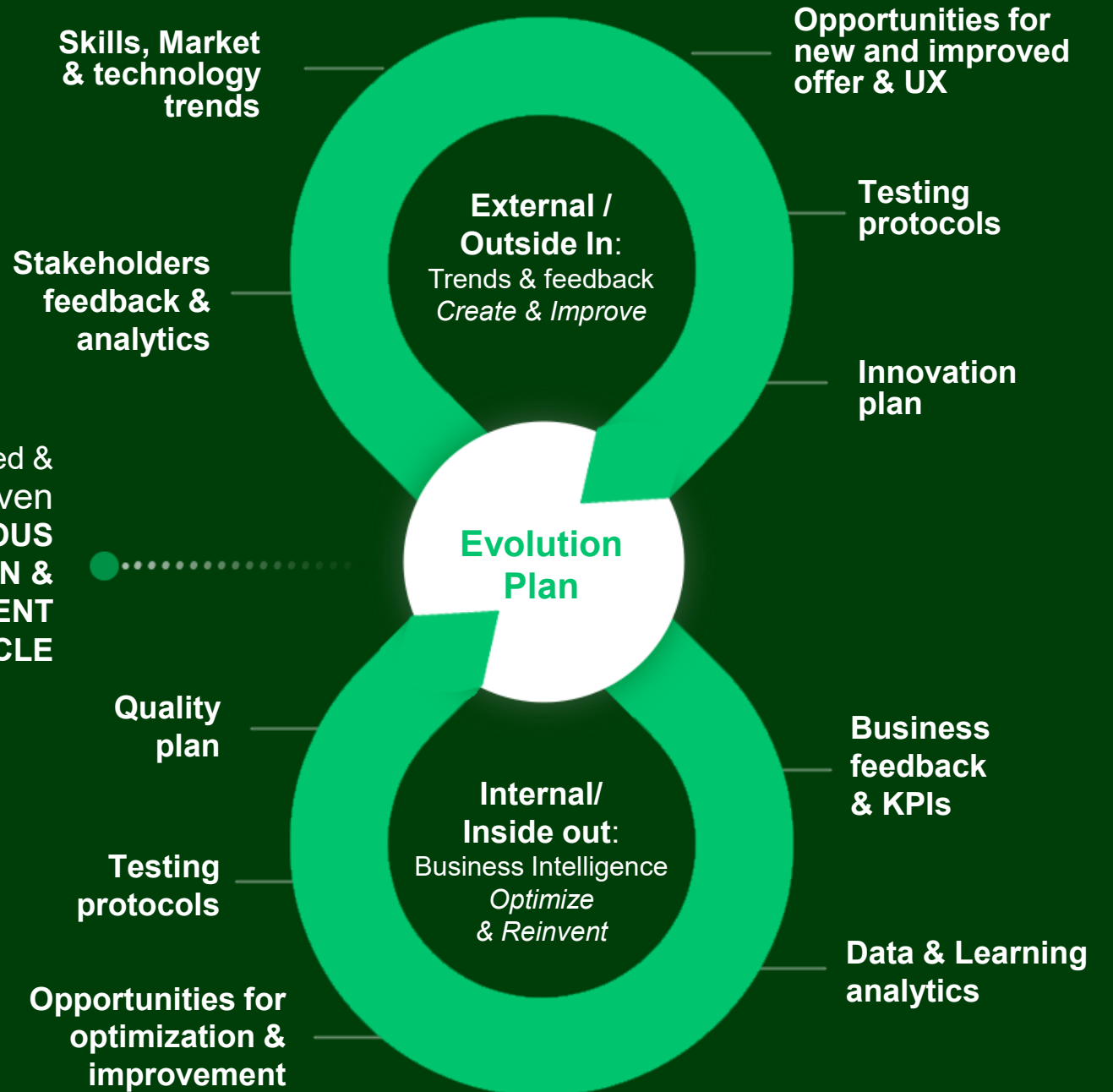
### Our driver for Innovation:

Keep increasing learning effectiveness to maximise workplace transfer and boost performance.

**1.5M€ invested in R&D** to keep our Learning Collection aligned with your business demands and our learners needs.

Here's our framework for sustainable innovation

Problem-Focused & Opportunity driven  
**CONTINUOUS INNOVATION & IMPROVEMENT CYCLE**



Find more about our [6 Steps of User-Centred Design Process](#)

# Production & Localization Process

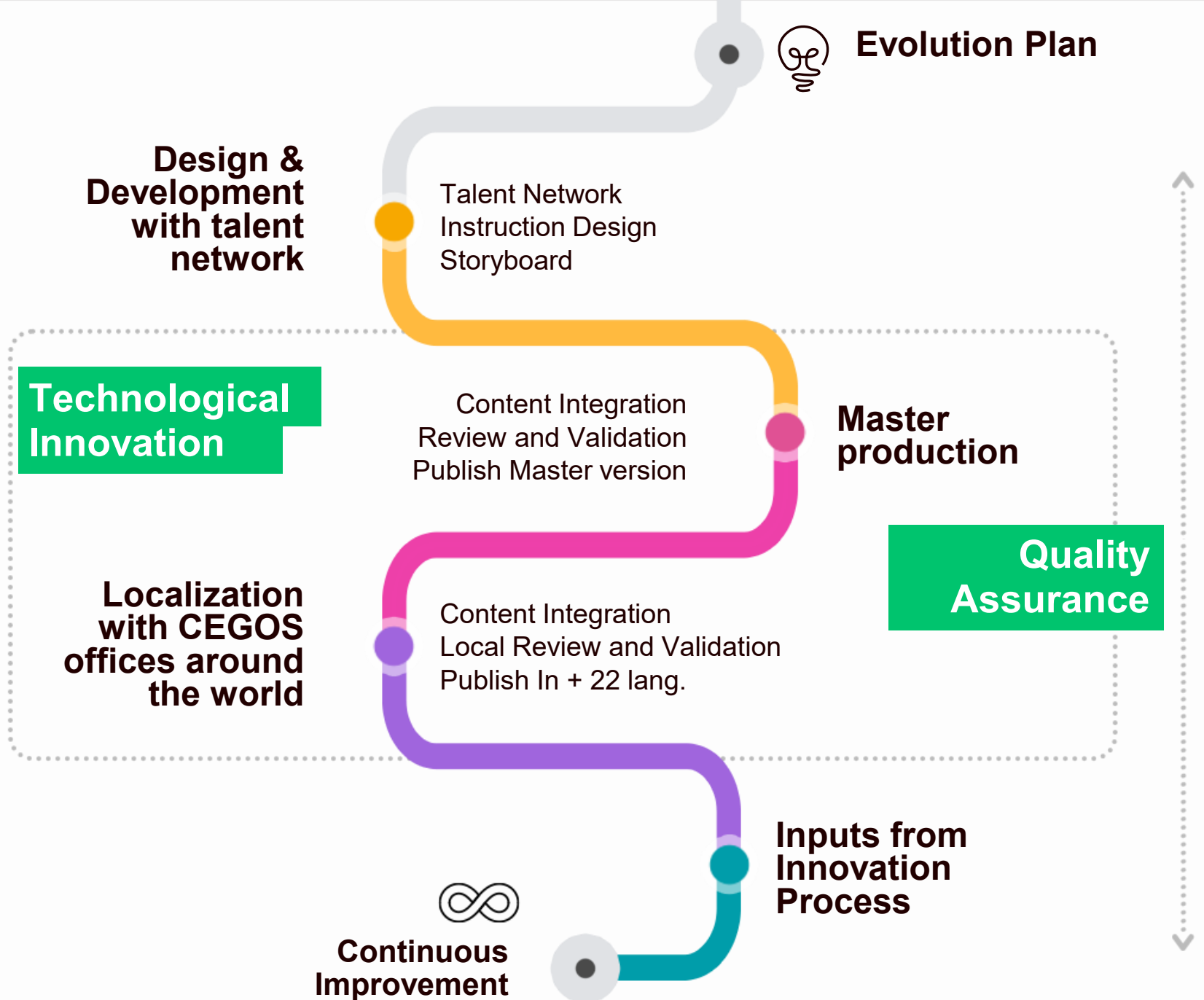
Our **innovation pipeline** ensures that learning solutions evolve alongside your business, incorporating cutting-edge technologies and strategies for continuous improvement at different levels:

**Content** > new offer

**Format** > new pedagogical approaches

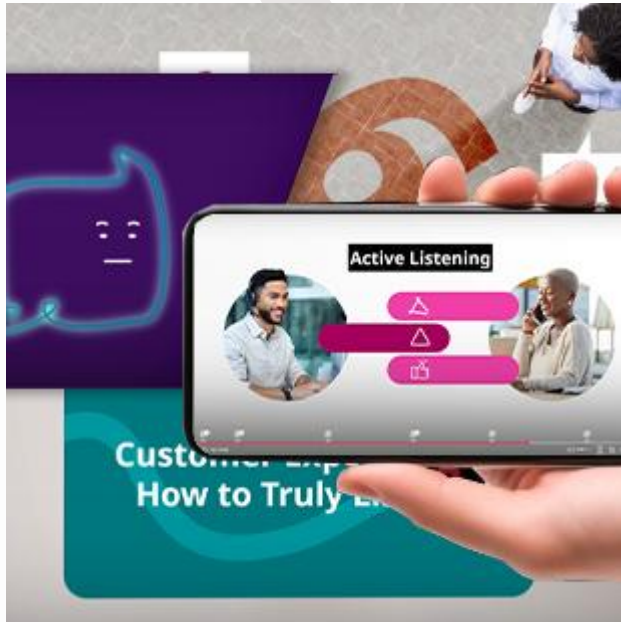
**Technological** > new features and capabilities

Our **Digital Studio** follows a specific process to ensure the quality of the deliverables in the different languages.



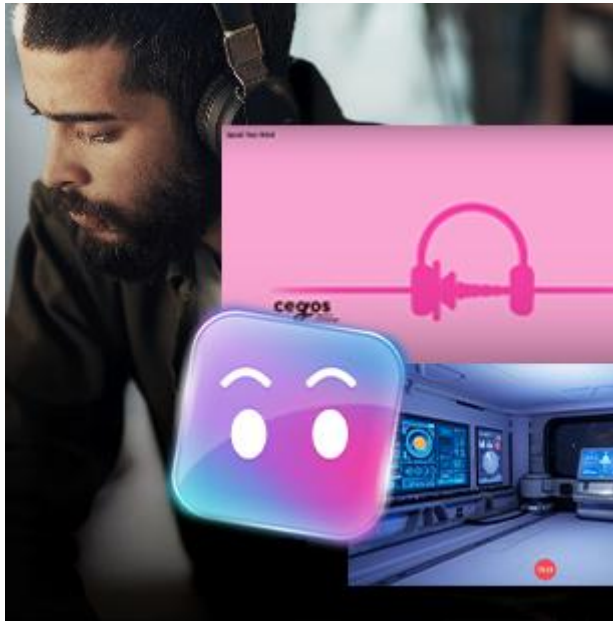
# Innovation as a core and transversal activity

Some examples of our most recent and innovative solutions



## Content

- AI for different roles
- Customer experience
- Compliance and workplace ethics, including harassment prevention
- Sustainability and Diversity, Equity & Inclusion



## Learning Design & Formats

- Skill-based collection with a new self-assessment
- Immersive audio-learning collections
- Interactive game-based modules
- AI Companion



## Technology

- Website with integrated international offer
- API integration for content and metadata delivery
- AI in design, development and production



### Our websites



### Social Media

