



**From skills  
to performance**



Going beyond knowledge is all about contributing to the performance of your company and employees.

As an international leader in Learning & Development, our mission at Cegos is to train individuals and support organisations to help them meet their development challenges.

This is a mission that Cegos has been carrying out for almost a century and which goes far beyond the simple economic framework: by encouraging skills development and democratising access to training, we are helping to make the professional world a better place. And we help everyone to find their place in it.

The transformations that are underway and the questions they raise, for companies as well as for individuals, are multiple: what future and what meaning should be given to work? How can we meet the climate challenge together? How can we promote sustainable and responsible growth? How can we encourage inclusion and diversity? How can we make the most of technological innovations?

Behind all these challenges, the question of skills is central. For people, the continuous development of skills is a key employability asset. For organisations, Learning & Development is a major driver of attractiveness and competitiveness.

More than ever, Learning & Development is a strategic investment, for today and for the future.

Turnkey training, tailor-made solutions, blended and digital learning, international learning projects, outsourcing and learning services...: our expert teams, attentive to the world and passionate about their work, design and deliver innovative, engaging and, above all, useful learning experiences.

Experiences that move the lines, both individually and collectively.

Experiences that transform skills into performance.

Benoit Félix  
CEO of the Cegos Group



## A presence in Europe, Asia and Latin America

France, Germany, Italy, Portugal, Spain, Switzerland, United Kingdom, China, Asia-Pacific, Brazil, Chile, Mexico.

## State-of-the-art training in many areas:

- Management & Leadership
- Sales & Customer Relationship
- Professional & Personal Efficiency
- Project Management
- Information Technology
- Marketing & Communication
- Sustainable development & CSR...
- Finance
- Purchasing
- Human Resources
- Train the Trainer...

Operating in more than

50

countries through a network of partners and distributors

1,400

employees and more than

+ 3,000

partner consultants

+ 3,000

digital learning assets in more than

20

languages

+250,000

people trained each year worldwide

236 M€

in turnover

20,000

corporate customers

2.5 M

connected learners

# Our commitment

## Supporting new business challenges...

### A changing economy...

- Rapid deployment of innovation and acceleration of technological breakthroughs
- Rise of societal issues
- Changing consumption and marketing patterns
- Unlimited access to knowledge

### ... That is disrupting skills management

- Revolution in jobs, skills and management methods
- Support for multiple professional pathways
- Broad accessibility to digital learning and learning experiences

3 priority issues

for Human Resources Departments: digital transformation, new working methods, cyber security.

(Cegos, 2022)

1/5 jobs

is at risk of skills obsolescence in the next three years.

(Cegos, 2022)

### Learning & Development: a social issue and responsibility

- The emergence and deployment of new international standards such as ISO 26000 aimed at making training a driver of extra-financial performance.
- The quest for meaning at work, aspiration to train and grow professionally.
- Challenges related to the democratisation of training, climate transition, DI&E (diversity, inclusion, and equality).

78%

of employees are ready to consider a complete career change.

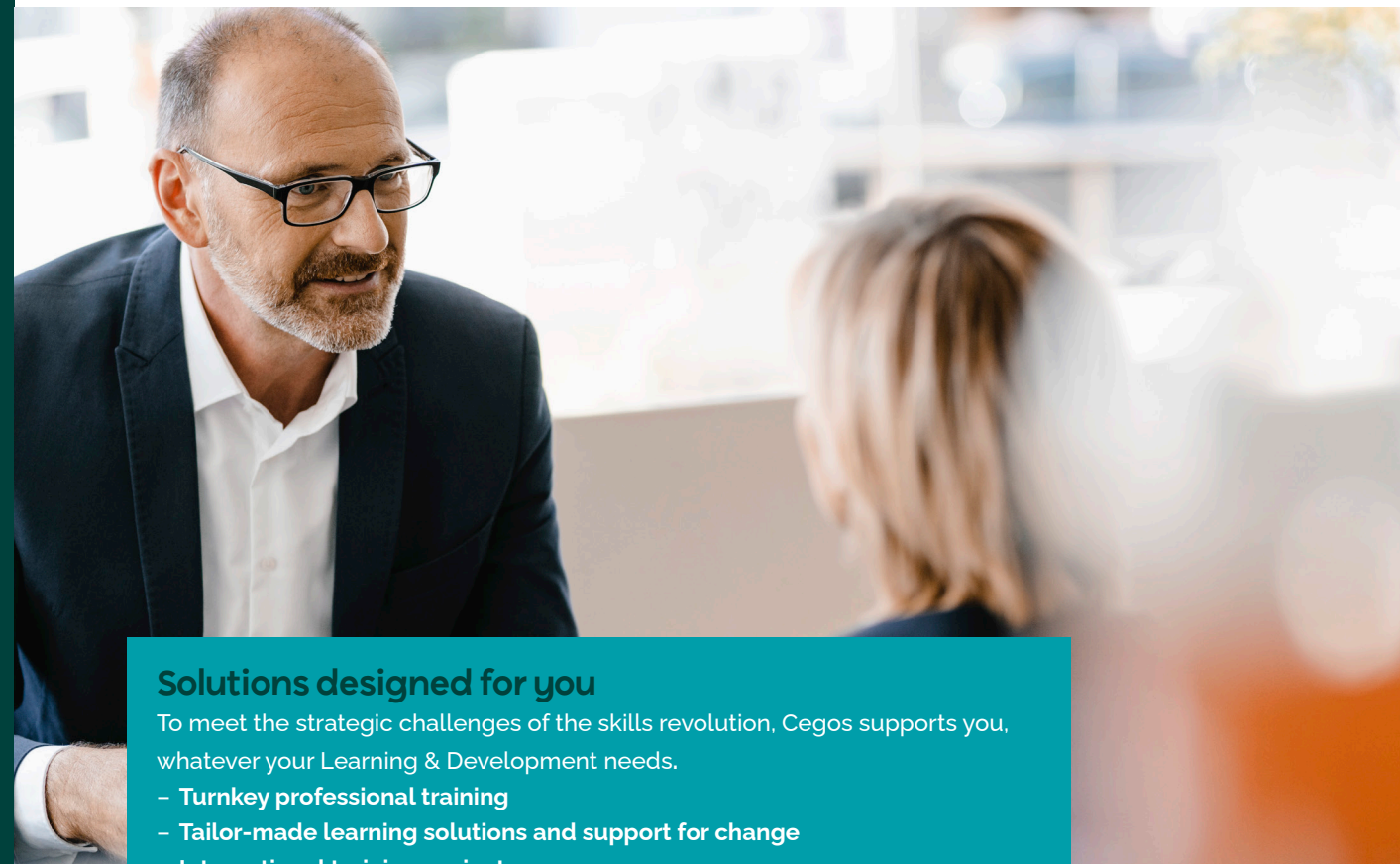
(Cegos, 2022)

40%

of employees consider that their organisation meets their skills development needs "just in time".

(Cegos, 2022)

## ... going beyond knowledge



### Solutions designed for you

To meet the strategic challenges of the skills revolution, Cegos supports you, whatever your Learning & Development needs.

- Turnkey professional training
- Tailor-made learning solutions and support for change
- International training projects
- Training outsourcing & Learning Services
- Digital and blended learning

### What makes us stand out?

#### L&D Full service provider



We support you along the entire L&D value chain (design, deployment, management), while always keeping in mind the need to boost your performance.

#### International partner



Our global footprint as well as our worldwide and multilingual solutions allow us to work with a portfolio of major international customers.

#### Leading and reliable expert



For nearly a century, we've offered reliability and security to our customers. As we stay in direct contact with companies and their developments, our solutions are pragmatic and results oriented. This approach allows us to measure the impact of training and optimise your L&D investment.

#### At the forefront of innovation



We use innovation to enhance your experience:

- Supporting organisations and individuals in the face of changes in both the economy and work,
- Fostering learner engagement over time through personalised pathways,
- Using digital learning to boost performance.

# Transforming skills into performance together



Successful learning contributes to the performance of the organisation and allows the person to progress, evolve or re-train.

Ultimately, learning must make a difference.

## Would you like to boost the transformation of your organisation?

Learning & Development can contribute to meeting many strategic challenges and Cegos can help you:

- Transform your L&D approach
- Achieve your company's digital transformation
- Change and adapt your management model
- Speed up the adoption of new tools and ways of working

## Do you need to design and deploy L&D on a global scale?

We have already led more than 5,000 international training projects with companies of all sizes, in more than 20 languages and over 50 countries. Together, we can:

- Roll out your tailor-made international training projects
- Create or upgrade your international L&D catalogue
- Optimise the efficiency of your L&D ecosystems and processes

## Our five assets to contribute to your company's performance



Guidance towards the right package or tailor-made solution



Support and advice to maximise your L&D investment



Products and Services excellence



Optimal use and integration of digital technology



International support and roll-out

## Our four beliefs for transforming learners' practices



Commitment and learning over a period of time



Human interactions



Personalised experience adapted to the requirements of everyone



On-the-job transfer to encourage the implementation of new skills

## Discover our international training solutions on [cegos.com](https://cegos.com)

- Turnkey training solutions: train your employees anywhere in the world with our short, impactful digital training courses.
- Tailor-made international projects: unique expertise and capabilities to design and deploy large multi-country projects tailored to your needs.
- Outsourcing and Learning Services: a global partner to meet your outsourcing challenges.



# Innovative, operational and results-oriented solutions



## A unique approach

The Cegos 4REAL® (Real Efficient Adapted Learning) approach engages participants in an experience that truly transforms the way they work. It does this through:

- Blended courses focused on transfer into work situations throughout the learner's pathway
- The best of digital content which is accessible at any time
- Customisable and personalised solutions adapted to the pace of each individual and to the company's priorities



## LearningHub @Cegos

### The new L&D experience

This online platform is available on computers, tablets & smartphones and provides access to all learning courses for a **complete Cegos Learning Experience**.

**The learner** has access to their training programme, their history, dynamic conversation spaces and self-directed activities to be carried out over time.

**The trainer** leading the training course, either face-to-face or in the virtual world monitors each learners' progress.

**The company** has access to several performance indicators to monitor the progress of their participants in real time.



## Leader of the Future A unique and demanding training experience



Objective: to develop accomplished leaders capable of managing uncertainty and complexity.

Sessions in English only, with participants from 6 European countries.

Activities prior to the training, then 5 days of immersion (virtual workshops, exercises, individual and collective missions, physical activities...), followed by a coaching session.





## Our commitments to a sustainable development

The Cegos Group is committed to Corporate Social Responsibility. A strategic priority, our CSR approach is built around 4 axes: environment, employer, societal, clients.



### Acting for the climate, the ecological and the digital transition

- Promotion of sustainable mobility
- Reducing our environmental footprint
- Contributing to the restoration of forests with Reforest'Action

### Developing a CSR culture and promoting the well-being and commitment of our employees

- Training all Group employees to the fundamentals of CSR
- Raising team awareness of perception bias, stress, harassment, etc.
- Promoting diversity and inclusion

### Adopt a responsible approach and democratise access to education and training

- Cegos is a corporate sponsor of UNICEF since 2016
- Training offered to humanitarian staff
- Support for Emmaus Connect in favour of digital inclusion
- Sponsorship of Pauline Déroulède, wheelchair tennis champion

### Supporting our clients on the path to CSR

- Training offer and support dedicated to CSR
- Deciphering and sharing our expertise around the major issues of our time (through studies, white papers, etc.)
- Cegos-Mines Paris Tech CSR Awards to promote the best responsible practices



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