

Achieving more, **together**

# Learning Solutions for your organization

2022





# AGENDA



- About PERSOLKELLY
- Learning Academy (LA)
- Learning Program Examples & Special Offer for ECCK Members



## About PERSOLKELLY

- About PERSOLKELLY

Learning Academy (LA)

Learning Program Examples &  
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# About

PERSOLKELLY Consulting is a leading global human resource consulting and professional services company. It is a subsidiary of PERSOLKELLY – a joint venture between PERSOL Group and Kelly Services, Inc. These brands combine vast experience and knowledge in talent development, management advisory, organisational effectiveness and HR solutions to achieve optimal results for clients.

## **PERSOLKELLY Consulting offers 4 services:**

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- 1. Organization Development 
- 2. Learning Academy 
- 3. Career Transition & Outplacement 
- 4. Advisory Services 

# PERSOLKELLY'S APAC PRESENCE

The Asia Pacific region isn't just our focus, it's our specialty. We combine our regional expertise with industry experience and local market understanding.

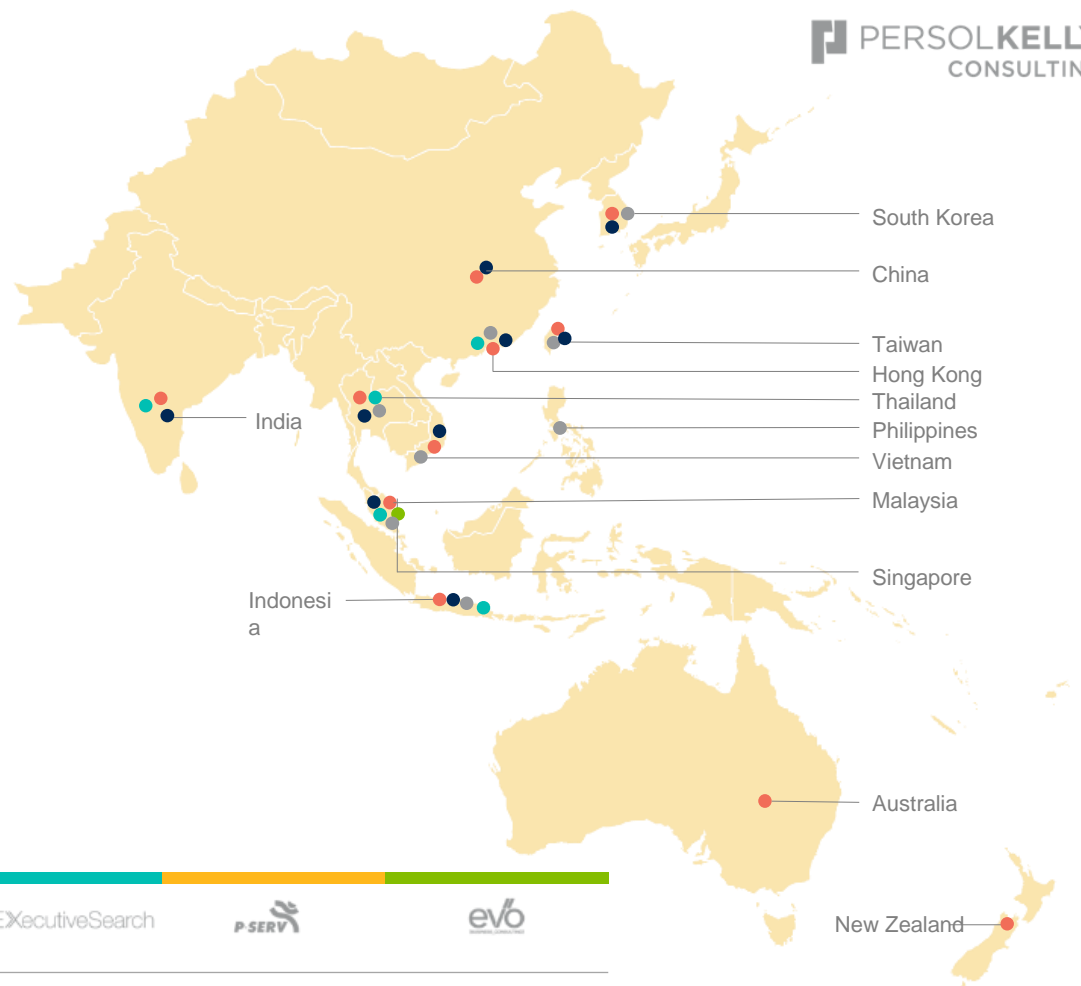
**13**  
markets

**45+**  
offices

**40+**  
years

**59,000+**  
positions

**2,300+**  
professionals



# PERSOLKELLY

## South Korea



13  
Years in  
South Korea

4 Offices

700 Clients

86 Full Time Professionals

1,000 Contractors deployed every day

### PERSOLKELLY Consulting Solutions

- Global HR Service
- HR Consulting
- OD consulting Services
- HR Policy & System Design
- Coaching overall
- Training & Development(LA)
- Advisory Services
- Career Transition Services

### Functional Expertise

- HR & Corporate Functions
- Healthcare & Pharmaceutical
- Sales & Marketing
- Finance & Accounting
- Banking & Insurance
- Engineering & Industrial
- Supply Chain & Procurement
- IT & Telecom
- Retail & FMCG
- Construction & Real Estate
- Hospitality





# Learning Academy (LA)

PERSOLKELLY Learning & Development Program

About PERSOLKELLY

- Learning Academy (LA)

Learning Program Examples &  
Special Offer for ECCK Members



# Learning Academy

PERSOLKELLY Learning Academy offers six domains of learning and business solutions:

- Leadership
- Management (Business and Talent)
- Soft Skills
- Future Skills
- Wellness
- Experiential Learning



# Leadership

## LIST OF TOPICS

### • **Agility Leadership**

- Adaptive Leadership
- Collaborative Leadership
- Effective Change Leadership
- How to Influence Upwards
- Empowerment & Delegation
- Effective Performance Coaching

### • **Transformational Leadership for the New-Generation**

- Lead and Influence
- Various types of coaching
- Developing Your Executive Presence
- Emotional Intelligence Leadership
- Managing in Challenging Times (EQ, AQ & Positive Leadership)



# Management

## LIST OF TOPICS

### **BUSINESS MANAGEMENT**

- Management Foundation
- Managerial Decision Making/ Judgement (case studies)
- Micro-MBA Programs
- Mini in-tray for Business Simulation
- Leadership Program (Harvard Business Case)
- Innovation Accelerator Bootcamp (INSEAD)
- Strategic Leadership
- Digital Transformation

### **TALENT MANAGEMENT**

(For HR & non-HR Manager)

- Powerful Goal Setting
- Performance Management (Appraisal)
- Recruitment Skills
- Build or Buy Talent? (Collaborative Program with Harvard Professor)
- Managing Multinationals in Asia Pacific
- Strategic Human Resource Management
- HiPo Programs
- Mentorship Programs
- Fostering an Agile Learning Culture for Employees
- Psychometric Talent Profiling (DISC, HA, FORTE, Big Five etc)
- Diversity and Inclusion



# Soft Skills

## LIST OF TOPICS

- **Creative Thinking Skills**
- **Problem Solving & Logical Thinking**
- Conflict Management
- Effective Communication Skills
- Personal Effectiveness
- Time & Priority Management
- Growth Mindset
- **Negotiation & Persuasion Skills**
- **Sales Mgmt./Sales Techniques**
- The Art of Consultative Selling
- Sales Mgmt./Sales Techniques
- Customer Service/  
Relationship Management
- Project Management (e.g.,  
Agile, Scrum)
- Social Intelligence



# Future Skills

## LIST OF TOPICS

- Design Thinking
- Storytelling
- Collaboration
- Emotional Resiliency
- Curiosity
- Personal Branding (Digital Literacy)





# Wellness

## LIST OF TOPICS

### PSYCHOLOGICAL WELL-BEING PROGRAMS

- An Introduction to Emotional Intelligence (EQ)
- Adversity Quotient (AQ) - Turning Adversity into Opportunity
- Developing Transformative Resilience in Tough Times
- Positive Psychology of Happiness
- Mental Health First Aid
- Health & Stress Management
- Mindfulness

### PHYSICAL WELL-BEING WORKSHOP

- Nutrition 101 - You Are What You Eat!
- Yoga & Meditation



Customized programs  
based on

# Experiential Learning

## THEMES/ OBJECTIVES

- Personal Development
- Team Bonding
- Leadership Development
- Customer Service/Sales/Others

## KEY LEARNINGS

- Communication
- Problem Solving
- Collaboration
- Strategic Thinking
- Creativity
- Empathy
- Negotiation Skills
- Leadership
- Growth Mindset



TECH-  
BASED



BUSINESS  
SIMULATION-BASED



EMPATHY-  
BASED



FACILITATION-  
BASED



FUN-  
BASED





# Learning Program Examples & Special Offer for ECCK Members

About PERSOLKELLY


Learning Academy (LA)

- Learning Program Examples &  
Special Offer for ECCK Members

# ECCK members will receive special offer on all the LA programs -20%

PERSOLKELLY program example

“LEADING IN THE NEW NORMAL” Half Day Program (4hrs)

MODULE	COVERAGE & FLOW		METHODOLOGY
<b>FRAMING THE NEW NORMAL</b>	<ul style="list-style-type: none"> <li>The Aftermath of Covid 19 --- “things are no longer the same!”</li> <li>Observing &amp; Dealing with the loss all around you:                             <ul style="list-style-type: none"> <li>(i) Loss of Life, (ii) Loss of Employment</li> </ul> </li> <li>Dimensions of the ‘New Normal’ at the Workplace: (impact of WFH / WFO / Hybrid model)                             <ul style="list-style-type: none"> <li>(i) Impact on your internal Stakeholders      (ii) Impact on your Customers</li> <li>(iii) Impact on Work Life Balance      (iv) Impact on Group /Team Dynamics</li> <li>(v) Impact on Existing / New Projects      (vi) Impact on Informal Relationships</li> </ul> </li> <li>*and if you are a People Manager, then → Impact on                             <ul style="list-style-type: none"> <li>(vii) Hiring Talent, (viii) Developing Talent, (ix) Retaining Talent</li> </ul> </li> </ul>	1.5 Hours	<ul style="list-style-type: none"> <li>➤ Instructor led Discussion</li> <li>➤ Case Study</li> <li>➤ Introspection Activity</li> <li>➤ Instructor Debrief</li> </ul>
<b>ADAPTING STRATEGIES</b>	<ul style="list-style-type: none"> <li>The 5 A’s of Adaptation                             <ul style="list-style-type: none"> <li>Accept → all the things that will never go back to the way things were!</li> <li>Adjust → bring flexibility to methods, mediums &amp; modes</li> <li>Adopt → new practices, new skills, new knowledge, new relationships</li> <li>Avoid → the asteroids that drain your time &amp; energy</li> <li>Approach → ask for help, ask for suggestions, ask without hesitation</li> </ul> </li> <li>Practice the 5 A’s in a variety of workplace-scenarios</li> <li>The 7 stages of Change (a highly useful graphical model)</li> <li>Diagram : Comfort Zone → Fear Zone → Learning Zone → Growth Zone</li> <li>How to move from Comfort Zone to Growth Zone by expanding the ‘Learning Zone’</li> </ul>	2.5 Hours	<ul style="list-style-type: none"> <li>➤ Conceptual Study</li> <li>➤ Individual Worksheet</li> <li>➤ Tool Practice</li> <li>➤ Reflection Exercise</li> <li>➤ GD &amp; Feedback</li> </ul>


※ ‘FRAMING THE NEW NORMAL’ module was open to ECCK members as a complimentary webinar in May 2022 and received positive feedback.



# ECCK members will receive special offer on all the LA programs -20%

PERSOLKELLY program example

“THE EMOTIONALLY INTELLIGENT LEADER” Full Day Program (8hrs)

MODULE	COVERAGE & FLOW		METHODOLOGY
<b>EMOTIONAL INTELLIGENCE FUNDAMENTALS</b>	<p>Study the 4 window-panes (quadrants) of the E.I. Framework via Storytelling &amp; Introspection Activities. Evaluate yourself on =&gt;</p> <ul style="list-style-type: none"> <li>• Self Awareness: recognition of one's own emotions</li> <li>• Social Awareness: recognition of others' emotions</li> <li>• Self Management: ability to manage one's emotions</li> <li>• Social Skills: an ability to influence and manage others' emotions</li> </ul>	2 Hours	<p>Storytelling Activity Introspection Exercise Questionnaire Assisted Interpretation</p>
<b>LEADERSHIP STYLES MAPPED TO EI</b>	<p>Six Leadership Styles connected with EI model: Coercive, Visionary, Affiliative, Democratic, Coaching, Pacesetter</p> <ul style="list-style-type: none"> <li>• 20 Emotional Competencies mapped to the Six Leadership 'Styles'</li> <li>• Activate your 'Emotional Competencies' to enhance the effectiveness of your 'Style'</li> </ul>	2 Hours	<p>Conceptual Study Individual Worksheet Instructor-led Discussion</p>
<b>LEAD WITH EMOTIONAL COMPETENCIES</b>	<p><b>As a leader, learn how to deploy Emotional Competencies to :</b></p> <ul style="list-style-type: none"> <li>• Foster ownership (in the team) towards collective goals and objectives</li> <li>• Instilling (in team members) an appreciation of 'work-ethic' &amp; 'collaboration'</li> <li>• Generating and maintaining enthusiasm, confidence, optimism (in the team)</li> <li>• Encouraging flexibility in decision-making and change-acceptance</li> <li>• Establishing and maintaining a meaningful emotional identity for every team-member</li> </ul>	2 Hours	<p>E.I. Tool Demo E.I. Tool Practice Exercise Case study GD &amp; Feedback</p>
<b>AUTHENTIC LEADERSHIP</b>	<p><b>Practice 5 crucial E.I. skills to master Authentic Leadership :</b></p> <ul style="list-style-type: none"> <li>• Self-actualization: operates with a connection to a greater plan and sets inspiring goals</li> <li>• Reality testing: grounded, fair, and unbiased ; doesn't shy away from vulnerability</li> <li>• Self-regard: confident and aware of personal strengths and limitations</li> <li>• Emotional Openness: mindful of their emotional impact on the performance of others</li> </ul>	2 Hours	<p>E.I. Tool Demo E.I. Tool Practice Exercise Case study GD &amp; Feedback</p>

✖ ‘EMOTIONALLY INTELLIGENCE FUNDAMENTALS’ module was open to ECCK members as a complimentary webinar in May 2022 and received positive feedback

# WHY PERSOLKELLY LEARNING ACADEMY?

**300+**  
Corporations

**10,000+**  
Participants

**20**  
Years

**300+**  
Open Trainings

**3000+**  
Open Participants

PERSOLKELLY Group provides comprehensive HR Solutions (Recruitment, HR Consultation, Career Transition, OD, L&D, HR Outsourcing) to our clients across 13 APAC markets including: Australia, China, Hong Kong, India, Indonesia, Korea, Malaysia, New Zealand, Philippines & Singapore.

PERSOLKELLY Consulting has been providing L&D solutions since 2002

- Organizational Development is incorporated in the design of every learning program we offer.

## Training Program Features

Our training is designed to provide practical solutions for your essential organizational needs.

### Solving individual & organizational problems through Training, Practice, and Post-training Follow Up



#### ① Pre-training research

- Identify your organizational core-issues
- Understand the training expectations of participants



#### ② Program design

- Design custom program(s) for your needs
- Establish training goals and targeted outcomes



#### ③ Conduct training

- Practical training to address your organizational issues
- Encourage proactive participant practice



#### ④ Post-training follow up

- Participant feedback about post-training improvement
- Assist participants to execute self-development plan



#### ⑤ Training report

- Observations and Feedback on individuals/organization
- Change-management advice

- End-to-end training by trainers familiar with both business culture and mindset of local employees
  - From training-program design to post-training performance review, we partner with you every step of the way.
  - Our trainers will design program(s) for your essential organizational needs.
- Encourage interactive participation to improve the effectiveness of On-Job-Training.
  - Our workshops are designed to be interactive with group activities/discussion to facilitate high learner engagement.



**We combine expertise  
with human insight to  
achieve more, together**

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