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Growing is changing

Our training catalogue 2024

Discover our training offer

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If You Think Education Is Expensive, Try Ignorance

Need a specific & customized learning solution?

We can **design** and **develop** a variety of training solutions **from scratch** for our clients...

Our training catalogue on categories:

Soft skills	IT & IS

Project management

Adaptation of our modalities

We can adapt our training offer to different needs and customise it or create something new.

We believe that any person with a **disability** who wishes to undertake a training course should be able to do so under suitable conditions. We can adapt our training offer to make it accessible to people with disabilities.

Learning platform

To ensure you access both the right content and the right tool to upskill your team, we also offer accesses to our **Academy learning platform.**

Soft skills trainings

People Management

Introduction to DISC

People Management

English

Blended-learning

20 hours

900€/participant (VAT excl.)

Access: 48h after signature of contract

- **Quizzes**
- **Satisfaction on the spot**

Agenda:

My role as a Manager

Level up your management!

Apply PDCA approach in my daily management

Building a team and ensuring it thrives

How to manage efficiently remote teams

Conflict management

How to lead an annual appraisal (MAAP)

How to manage Generation Z

Manage remuneration in my team

Understanding the Different Generations

Audience:
- Anyone motivated to get foundational knowledge and skills necessary to successfully transition into a management role and effectively lead their team
- Anyone who is interested to find how to effectively use communication, delegation, relationship building, objective setting, coaching, and overall team success.
- Anyone who is interested to discover how to effectively use management tools and techniques in their work to improve productivity
- Anyone who is interested about how to effectively manage conflict, handle objections, and communicate in a respectful and nonviolent manner.
- Anyone that have to prepare & conduct an annual appraisal
- Anyone interested in what marks the major differences between generations

Prerequisites: Every participant should complete the trainings in the order of the agenda

Skill level reached after the training: Basic

BACK

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Introduction to DISC

French

Blended-learning

8 hours 30 minutes

600€/participant (VAT excl.)

Access: 48h after signature of contract

- **Quizzes**
- **Satisfaction on the spot**

Agenda:

| Introduction to DISC | DISC - Get to know yourself and others |

Audience:

- Anyone that it is interested to better understand their own behaviors and those of their colleagues.
- Anyone who interested in identifying their personal style and exploring the priorities that drive you during your workday.
- Anyone who is well-positioned to build strong working relationships and achieve their professional goals.

Skill level reached after the training: Basic

Prerequisites: The learner must already know fundamentals of project management. It is requested to complete before registering: What is a project, Who is doing what in a project, The 4 stages of a projects.

Delivery method:

- The training is composed of two classroom modules.
- DISC Assessment included (done online with Full DISC Report)
- Debriefing with a certified person in the Group

Assessment: Videos & home assignment
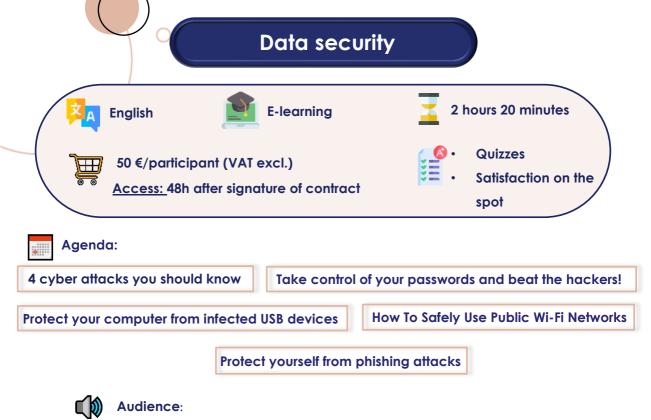
Pedagogical approach used: Deductive

Educational goals:

- Raise self-awareness,
- Improve teamwork
- Make conflict more productive
- Manage more effectively

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IT & IS

Data security

Introduction to Python

Excel Visual Basic for Applications (VBA)

Green IT

Keycloack fundamentals

AI for the future of organizations

Data security

English

E-learning

2 hours 20 minutes

50 €/participant (VAT excl.)

Access: 48h after signature of contract

- Quizzes
- Satisfaction on the spot

Agenda:

4 cyber attacks you should know

Take control of your passwords and beat the hackers!

Protect your computer from infected USB devices

How To Safely Use Public Wi-Fi Networks

Protect yourself from phishing attacks

Audience:
- Anyone wishing to assimilate good operational practices to ensure IT security
- Anyone wishing to become aware of the risks and stakes and avoid the traps of hackers

Skill level reached after the training: Basic

Prerequisites: N/A

Delivery method:
This training is composed of self-pace and interactive e-learning modules (video motion, case study, click zones...).
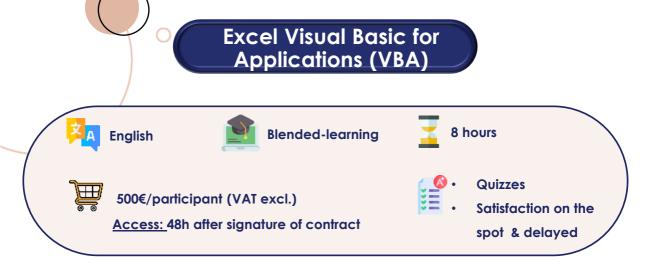
Assessment: Final Quiz

Pedagogical approach used: Deductive

Educational goals:
- Recognize behaviors of 4 famous cyber attacks on your laptop
- Assimilate best practices to secure your passwords
- Learn basic principles to protect your laptop from attacks related to USB devices
- Detect unsecure public WI-Fi hotspots
- Understand what types of cyber attacks are mainly done through public Wi-Fi networks
- Understand what phishing is

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Excel Visual Basic for Applications (VBA)

English **Blended-learning** **8 hours**

500€/participant (VAT excl.)

<u>Access:</u> **48h after signature of contract**

- **Quizzes**
- **Satisfaction on the spot & delayed**

Audience:
- Anyone who is using Excel and who wants to learn how to use Excel's macros

Skill level reached after the training: Intermediate

Prerequisites:
- You are already familiar with Excel, with regular use
- No knowledge of computer programming is required
- It is mandatory to have MS OFFICE set up on your laptop to follow this course

Delivery method:
This training is composed of 3 classroom sessions. To ensure quality of the training delivery, it is mandatory to follow the sessions in chronological order.

Assessment:
- Quiz
- Several case studies are proposed during session 2 and 3

Pedagogical approach used: Inductive

Educational goals:
- Know how VBA is working
- Automate tasks that are manually time-consuming or redundant
- Acquire the basics to develop coding skills later on
- Optimise data processing
- Change a file including VBA
- Analyse errors in a macro and debug it.

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Introduction to Python

English

Blended-learning

8 hours

700€/participant (VAT excl.)

Access: 48h after signature of contract

- **Quizzes**
- **Satisfaction on the spot & delayed**

Audience:

- Anyone interesting in learning a new programming language and who already know how to program (Java, C++, C#...)

Skill level reached after the training: Basic, Intermediate

Prerequisites:

Basic knowledge of functional programming and OOP is mandatory

You must install Python on your computer before the first session. Some guidelines are available at the beginning of your training

Delivery method:

This training is composed of:

- 4x2h of classroom sessions
- Programming exercises & final assessment*

Assessment: Final coding exercise & 1to1 review with your trainer

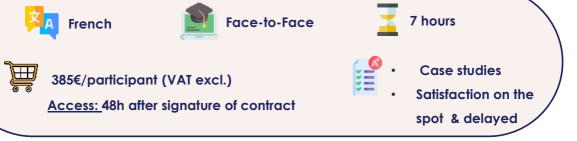## Pedagogical approach used: Deductive

Educational goals:

- Understand the Python syntax
- Design and program Python applications
- Use lists, tuples, and dictionaries in Python programs
- Write functions and pass arguments in Python
- Build and package Python modules for reusability
- Override and use dunder methods
- Write Object-Oriented Programs

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Keycloack Fondamentals

French

Face-to-Face

7 hours

385€/participant (VAT excl.)

Access: 48h after signature of contract

- **Case studies**
- **Satisfaction on the spot & delayed**

Audience:

- Anyone wishing to interface a business application with Keycloak to delegate the authentication/authorization part. This includes developers, software architects, system administrators and anyone else involved in application access and authorization management.

Skill level reached after the training: Basic

Prerequisites:

Basic understanding of Identity and Access Management (IAM)

Familiarity with web technologies and RESTful APIs, such as HTTP, HTML, JavaScript

General understanding of databases and networking concepts

Delivery method:

This training is composed of 7 hours of classroom session

- Programming exercises & final assessment*

Assessment: Throughout the training course, participants take part in round-table discussions and role-playing exercises to validate what they have learned.

Pedagogical approach used: Deductive

Educational goals:

- Understand and master authentication and authorization terminology
- Discover and use the Keycloak tool
- Apply the knowledge acquired through a practical workshop on the "HyperVision" tool

AI for the future of organizations

French

Face-to-Face

8 hours

455€/participant (VAT excl.)

<u>Access:</u> **48h after signature of contract**

- **Satisfaction on the spot & delayed**

Audience:
- Anyone interested in understanding AI's potential to transform their field
- Professionals with an interest in technology who may not have a deep technical background but want to understand AI's strategic implications and applications

Skill level reached after the training: Basic

Prerequisites: N/A

Delivery method:
This training is composed of:
- 4x2h of classroom sessions
- Programming exercises & final assessment*

Assessment: Quizzes and practical exercises will be carried out throughout the training to participants' understanding and assimilation. A reflection time at the end of the course to evaluate the learning objectives achieved and gather participants' commitments regarding the adoption of AI
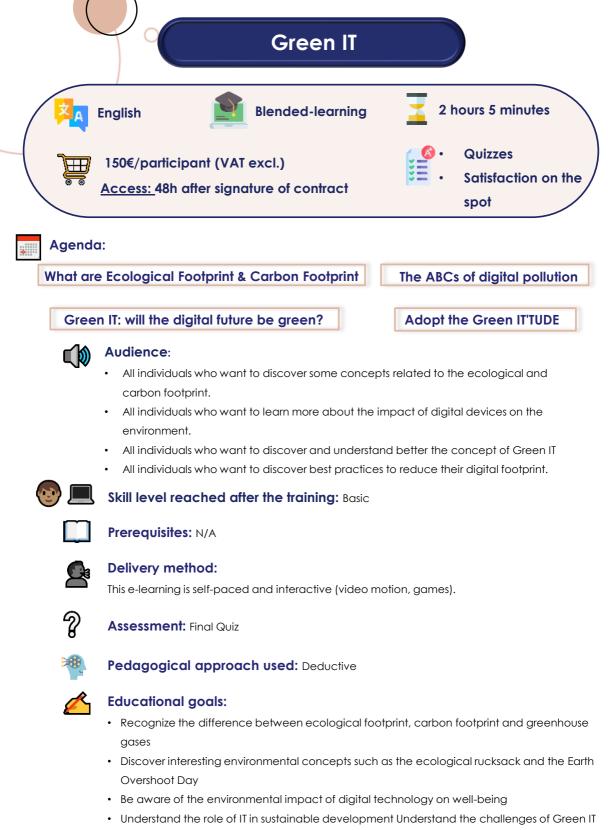
Pedagogical approach used: Deductive

Educational goals:
- Providing a historical and current overview of artificial intelligence (AI) and its impact
- Raise awareness of the major developments and growing role of AI, particularly in particular generative AI, as well as the risks and opportunities opportunities
- Provide an overview of how AI is currently used in the professional world professional world, and how it can be adapted to different different business contexts
- Experience AI first-hand through interactive workshops,
- Help participants to think about how they can integrate AI AI into their own business operations or strategies

BACK

Green IT

English

Blended-learning

2 hours 5 minutes

150€/participant (VAT excl.)

Access: 48h after signature of contract

- **Quizzes**
- **Satisfaction on the spot**

Agenda:

What are Ecological Footprint & Carbon Footprint

The ABCs of digital pollution

Green IT: will the digital future be green?

Adopt the Green IT'TUDE

Audience:
- All individuals who want to discover some concepts related to the ecological and carbon footprint.
- All individuals who want to learn more about the impact of digital devices on the environment.
- All individuals who want to discover and understand better the concept of Green IT
- All individuals who want to discover best practices to reduce their digital footprint.

Skill level reached after the training: Basic

Prerequisites: N/A

Delivery method:
This e-learning is self-paced and interactive (video motion, games).

Assessment: Final Quiz

Pedagogical approach used: Deductive

Educational goals:
- Recognize the difference between ecological footprint, carbon footprint and greenhouse gases
- Discover interesting environmental concepts such as the ecological rucksack and the Earth Overshoot Day
- Be aware of the environmental impact of digital technology on well-being
- Understand the role of IT in sustainable development Understand the challenges of Green IT
- Get an overview of best practices to reduce the ecological impact of companies in the field of IT

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Project Management trainings

Introduction to Project Management

Introduction to scrum

Introduction to project management

English   **Blended-learning**   **11 hours 20 minutes**

900€/participant (VAT excl.)

<u>Access:</u> **48h after signature of contract**

- **Quizzes**
- **Satisfaction on the spot**

Agenda:

What is a project?   **Who is doing what in a project?**   **The 4 stages of a project**

What is Project management?   **What is change management?**

Audience:
- Any individual just starting out as a project manager, or considering moving into this type of position
- Any individual needing to contribute to a project within their team, their department, their client...

Skill level reached after the training: Basic

Prerequisites: N/A

Delivery method:
This training is composed of self-pace and interactive e-learning modules (video motion, case study, click zones...) and classroom sessions.

Assessment: Final Quiz

Pedagogical approach used: Deductive

Educational goals:
- Get familiar with basic notions related to project management
- Understand what are the big stages of a project
- Assimilate the difference between predictive and agile methods
- Decipher the main stages of change and how to accompany them
- Discover the role of a change manager and the main phases of a change strategy

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Introduction to Scrum

English

Blended-learning

12 hours 45 minutes

1100€/participant (VAT excl.)

Access: 48h after signature of contract

- **Quizzes**
- **Satisfaction on the spot**

Agenda:

Agile fundamentals?

Scrum Fundamentals

Audience:
- Any individual interested in project management and who want to start their learning around agile approach
- Anyone joining a Scrum team for the very first time
- Anyone who would like to learn basics of Scrum to potentially apply to PSM1 or PSPO1 certifications

Skill level reached after the training: Basic

Prerequisites: The learner must already know fundamentals of project management. It is requested to complete before registering: What is a project, Who is doing what in a project, The 4 stages of a projects.

Delivery method:
This training is composed of self-pace and interactive e-learning modules (video motion, case study, click zones...) and classroom sessions.

Assessment: Final Quiz

Pedagogical approach used: Deductive

Educational goals:
- Assimilate what an agile mindset means
- Understand the link between agile and software development
- Understand values and principles from this mindset
- Differentiate the 3 artifacts of Scrum framework (Product Backlog, Sprint Backlog and Increment)
- Create alignment on Scrum Guide understanding

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Let's contribute to your L&D strategy!

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Check our services presentation