



# The Lepaya Portfolio

Let your employees grow with  
Power Skills





# The world is **changing**

Automation, adaptive tech, globalization... these are all external factors that shape our future. How this future will look exactly, we cannot predict for certain. But that the future of work will be continuously changing, is a fact. Just as the challenges it will bring along.

That's why it's now more important than ever to rely on your organization's most important assets: your people and their potential.

Because they are the ones who are capable of driving your organization and making a difference, provided they have the right skills.

Not just soft or hard skills. But the right skills for the job: **Power Skills**.

Train your employees in future-proof skills, skills that give power and make a difference and help shape the future of work.





# We are talking about **Power Skills**

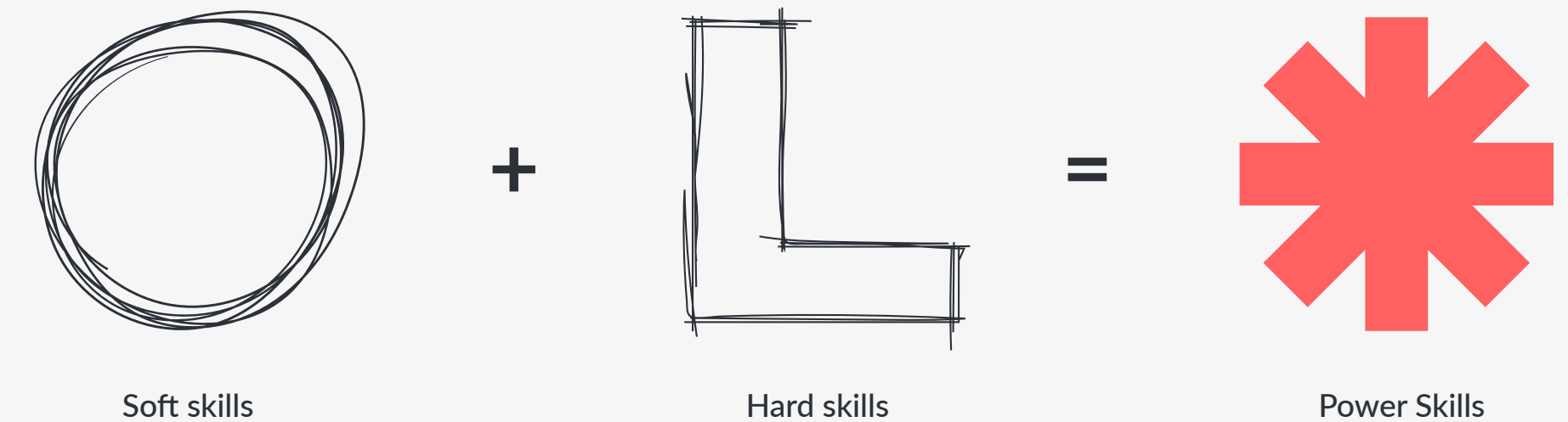
We use the definition of Power Skills to focus on a number of important future-proof competencies, based on market needs, that require both soft and hard skills. Functional skills your employees will have already mastered, such as math, coding or languages, in addition to non-functional skills, such as taking initiative, creativity and creating management reports, will prove the foundation for professionals to reach their peak performance.

“We are talking about skills that give power and help shape the future of work.”

We have unparalleled experience in training the right Power Skills at the right time to make your organization become more productive and make your employees live happier lives.

Therefore train your employees in our set of 8 future-proof Power Skills, and make a real difference.

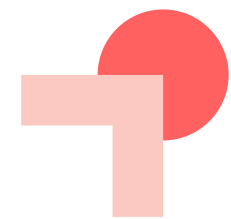
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# 8 Power Skills

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Existing of 50+ modules



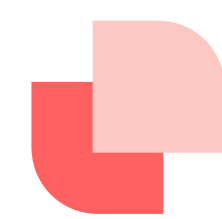
## Effective learning

Let your employees grow and develop by teaching them how to do it.



## Analytical thinking

Better organizational decisions are made because of Analytical thinking.



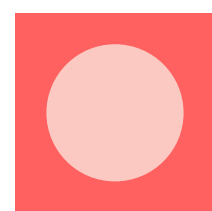
## Empowering leadership

Healthy leadership is the foundation for happy supported employees.



## Taking ownership

With responsibility, employees can go for the best results.



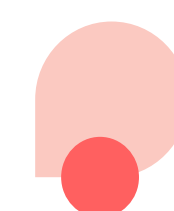
## Collaboration & influence

By encouraging collaboration in the workplace, your people excel.



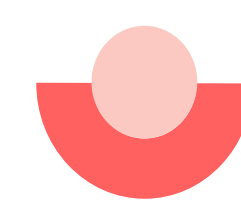
## Resilience

By training resilience, employees will improve their health and happiness.



## Storytelling

Through storytelling your employees will stay top of mind for a long time.



## Diversity & inclusion

Make progress by creating the optimal climate with Diversity & Inclusion.

**Lepaya** combines over **50** soft and hard skill training modules into effective **Power Skill** development programs



# What we offer

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## Development paths

Starters / Professionals / Leaders

- Extensive program of 6 months
- Contains the most relevant Power Skills for your employees
- Including kick-offs and graduation
- 20+ optional modules available

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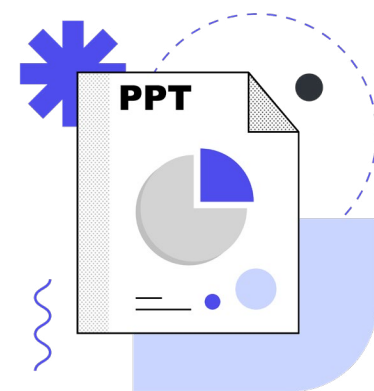
## Business tooling

Empathy & Inclusivity / Analysis & Decision-making

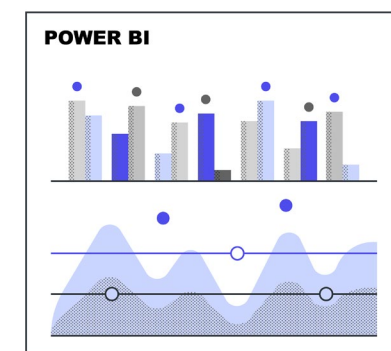
- Thematic programs of 6-12 weeks per Power Skill
- 2-4 modules per program



Excel



PowerPoint



Power Bi



Google Sheet





# Our Learning paths

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Learning is for every age and every level.

Developing the right skill, at the right time and in the right way. That's how Power Skills stick, become routine and can be directly applied during work.



**The Starters program** includes Power Skills that will set the tone for an entire career to follow and focuses on developing confident self-starters who recognize the company's needs, take initiative and independently complete tasks in a time effective way.

#### **Program overview** (module level)

Growth Mindset & Ambition, Conscious Communication, Taking Initiative, Actionable Communication, Prioritize Your Time and Feedback for Growth.



**For the Professionals program** we will work together to identify the needs of your Professionals and create personalized learning paths based on our 8 Power Skills. In turn, your professionals will be able to maximise their potential and reach their peak performance in no time.

#### **Program overview** (module level)

(depending on their needs)  
Analytical Thinking, Taking Ownership, Collaboration & Influence, Resilience, Storytelling, Diversity & Inclusion  
Intentional Learning and Collaboration & Influence.

## Leaders



**The leadership program** directly tackles the challenges first and second time leaders face in their roles and will help your leaders discover which values form the base of their leadership, how to adapt their leadership style to meet the needs of the organization and their employees.

#### **Program overview** (module level)

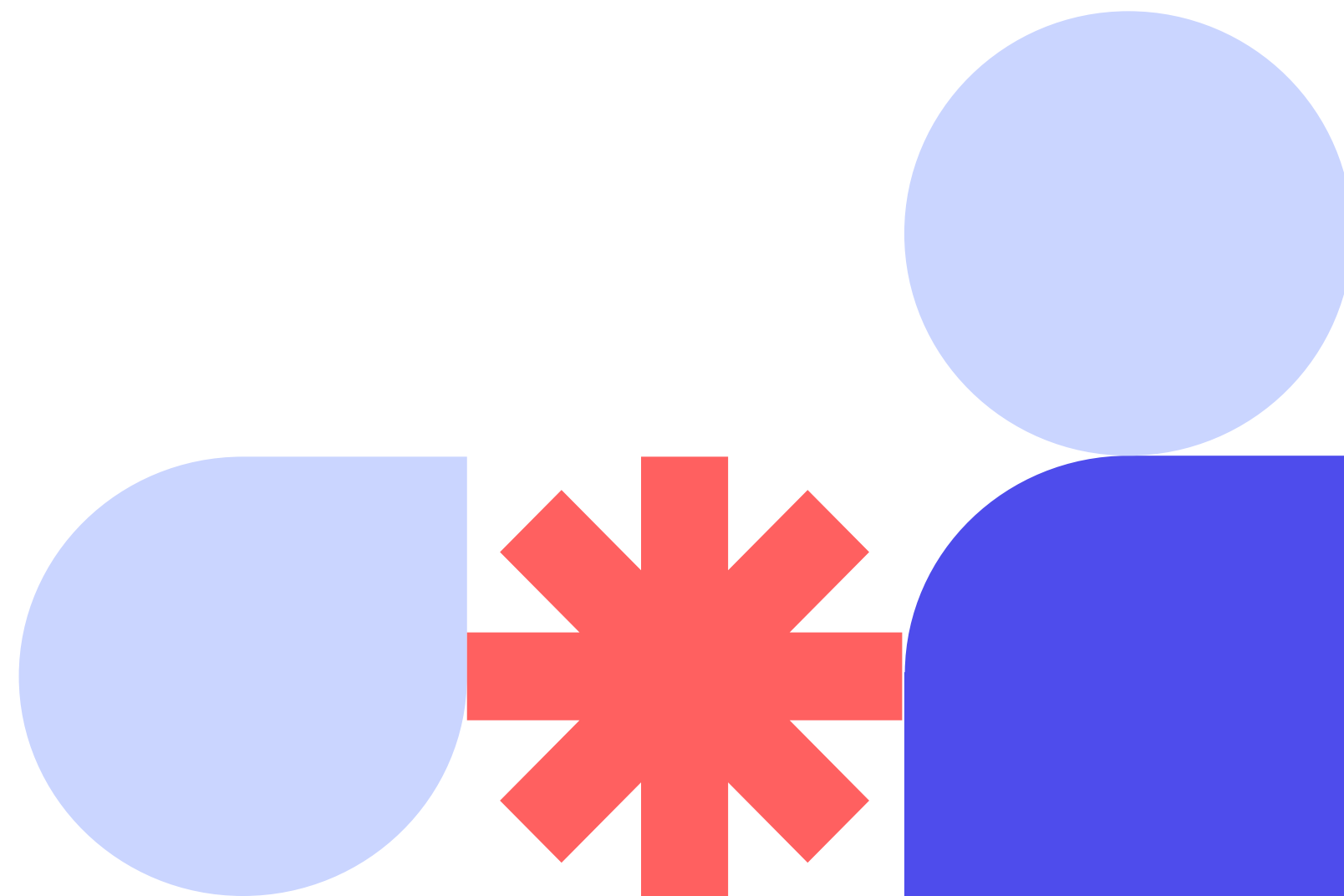
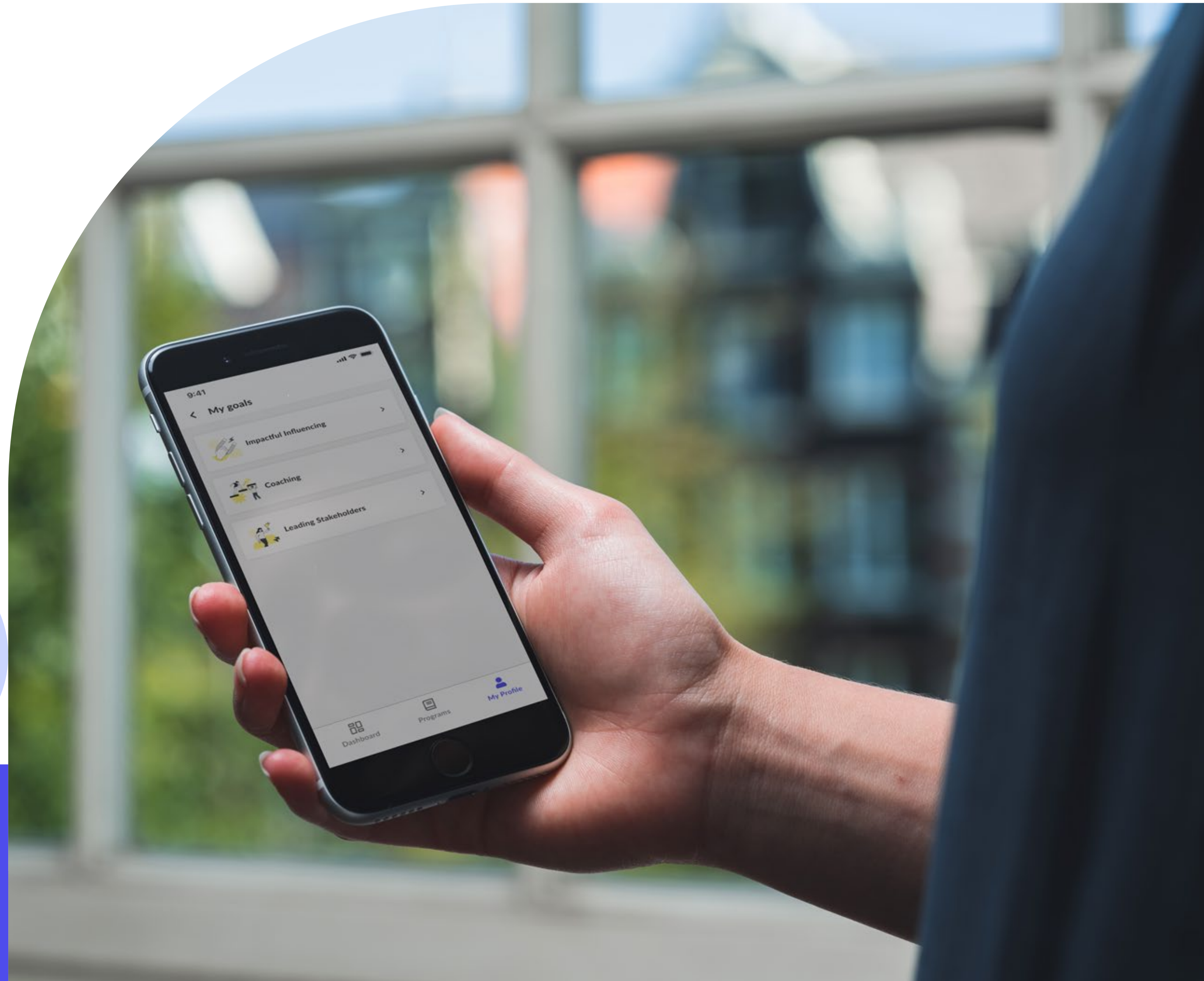
Leadership Values and Ambition, Situational Leadership Performance Management Conversations, Difficult Conversations, Talent Development Conversations and Coaching.



# Learning in the **flow** of **work**

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Via our Lepaya app we offer blended learning, from Incompany to online, that make an impact. It's about learning at the right time as well as in the right place. Our learning is easily accessible via the channels that your employees use most. With integrations into MS Teams, Slack and more via desktop, phone and tablet development really is just a few clicks away.

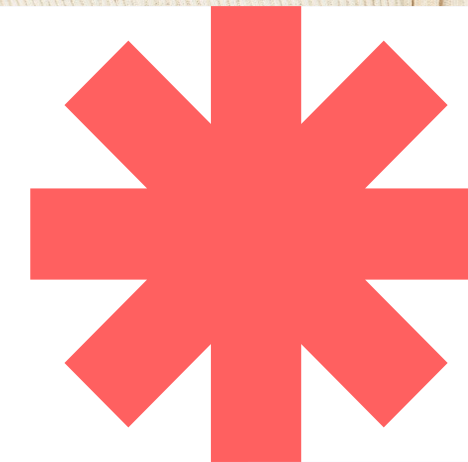




# Start investing in your talent today!

A new way of learning makes a difference. We train the right skill, at the right time in the right way. Because we like to make an impact. What will be the best talent strategy for your organization?

We'd like to talk it over!



Build your  
workforce with  
**Power Skills**