



'80% is Psychology' Program

Personal Development for Individual Thriving, Organizational Performance, and the Common Good across Cultures

Courses Tailored to Your Needs

All courses are based on sound research and experience and consistently assume a cross-cultural and cooperative perspective. The courses aim to equip the participants with practical tools for personal and career success and **can be tailored to your needs**, on-site and through digital learning.

For increased

- Self-Efficacy
- Creativity
- Innovation

All the lessons are available as focused lectures or interactive workshop and are complemented with accompanying material, further readings, exercises, group works, and quizzes/tests.

Mathias Sager

I'm standing with my name for it.

Approach

- **Multi-Disciplinary:** Combining knowledge from psychology, art, technology, and business for holistic approaches.
- **Cross-Cultural:** Using cross-cultural competencies and agility to bridge cultural gaps for the benefit of our diverse participants.
- **Inter-Generational:** Empowering to learn, strategize, and develop with tailored solutions according to lifespan development.

For more, please see

www.mathias-sager.com
www.meetup.com/members/234077099/

Example Course A: 'THE PSYCHOLOGY OF LEARNING AND DEVELOPING A GROWTH MINDSET'

Objectives

To understand the psychological and behavioural processes on which lasting learning results from experience.

Description

In this course, participants will get input about major learning theories and get to understand of how humans do learn, process and remember information. Course participants will also consider and get examples on how practitioners can use these theories to explain behavior in cross-cultural contexts.

Structure	ID
Session AI: The History and Philosophy of Learning	
- History and Philosophy of Learning Theory	A1
- Learning and Lifespan Development	A2
Session AII: Behaviorism and Human Learning	
- Biology and Language in Learning	A3
- Animal-Human Similarity in Learning	A4
Session AIII: Social Learning & Developing a Growth Mindset	
- Egocentrism and Empathy	A5
- Social Learning and Developing a Growth Mindset	A6
- The Power of Intention	A7
Session IV: Brain and Memory in Learning	
- Cooperative Learning	A8
- Learning from Differences and Diversity	A9
Session V: Learning and Motivation	
- Learned Helplessness	A10
- Overcoming Psychological Traps for Improved Learning	A11
Session AVI: Learner Profiles and Strategies	
- Introduction to Learner Profiles and Strategies	A12
- Brain and Working Memory	A13

Example Course B: 'INSPIRING OTHERS ACROSS CULTURES AND (SELF-) LEADERSHIP PSYCHOLOGY'

Objectives

To provide participants an understanding of leadership from a psychological perspective, and to examine the impact of culture on leadership success.

Description

In this course, participants will study leadership challenges from a several different psychological perspectives, gaining an understanding of more or less effective leadership styles across different cultures and contexts, and the ethical use of power and influence.

Structure	ID
Session BI: Leadership Philosophy	
- Leadership Philosophy	B1
Session BII: Leaders and Followers & Leadership Strategies	
- "Sharedness" in Leadership	B2
- Humor as a Leadership Strategy	B3
Session BIII: Personality and Leadership Styles	
- Self-Leadership and the 7 Habits of Highly Effective People	B4
- Compassionate Leadership	B5
Session BIV: Inspirational Leaders	
- Inspiring Leaders & Own Reflection	B6
Session BV: Leadership, (Cultural) Threats, and Change	
- Resistance to Change	B7
- Rewarding Change	B8
- Cross-Cultural Transformational Leadership	B9
- Social System Justification	B10
- Benefits of an Internal Locus of Control	B11
- Tolerance for Ambiguity	B12
Session BVI: Leadership, Power, and Influence	
- Distributed Leadership	B13

Example Course C: 'DEVELOPING HUMAN CAPITAL, CULTURAL AGILITY, AND GLOBAL TALENT MANAGEMENT'

Objectives

To develop an understanding of the psychological aspects around human capital development, cultural agility, and the impact and effectiveness of different global talent management strategies.

Description

This course explores the interaction between personality, leadership types, and individual learning styles. Course participants will evaluate the psychological concept of talent and study the criteria for attracting, retaining and developing talent globally. Participants will also consider the effectiveness and fairness of global talent management strategies and their impact at individual and organizational levels.

Structure	ID
Session CI: The Psychology of Talent, Competencies, and Appraisal	
- Operationalization of the Concept of Talent Management	C1
- Individual and Collective Talent	C2
- The Role of Job Analysis in Global Talent Management	C3
Session CII: Developing Human Capital: Success and Failure in Learning	
- Developing Human Capital: Success and Failure in Learning	C4
- Cultural Intelligence (CQ)	C5
Session CIII: Mobility and Cultural Agility	
- Mobility and Global Talent Management	C6
- The Development of Cultural Agility	C7
Session CIV: Global Mindset	
- Global Mindset in Japan	C8
- Global Talent Management Between Globalization and Tradition	C9
- Social Capital in Global Citizenship	C10
Session CV: Global Talent Management Strategies	
- What Do Younger Talents Want?	C11
- The Benefits of Reverse Mentoring	C12
- Global Talent Gender Gap	C13
- Overcoming Language Barriers	C14
- Promoting Cross-Cultural Cooperativeness	C15
Session CVI: Developing Cultural Empathy	
- Developing Cultural Empathy	C16
- How Culture Shapes Different Types of Empathy	C17

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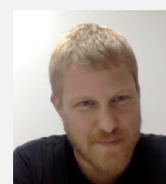
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Awareness Intelligence™

The power of understanding the mental world: *For increased individual and collective joyful meaning, well-being, and satisfaction.*

Through rigorous research, logical structures, and spiced with humor and emotions to touch the audience's heart, I am promoting self-leadership to empower people to reach their human potential in leading a deep and meaningful private and professional life that is connected to the common good.

For more information, please visit www.mathias-sager.com

Teacher



Mathias Sager

Mathias' transferable skills and experience are in education, business administration, advisory, risk management, and psychology and learning & development to facilitate change from a cross-cultural perspective. He has led quality and complex programs successfully working with diverse teams and collaborating interdisciplinary with stakeholders to achieve innovative solutions. Mathias has worked as a teacher, a leadership trainer, as well as a senior manager responsible for client relationships, counseling, and virtual teams around the world. Also, he's a social entrepreneur and serving as a strategy and leadership advisor for various clients.

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Expertise

- Cross-cultural developmental psychology
- Psychology of Learning
- Global Talent Management (GTM)
- Leadership and Business Administration
- Strategic Thinking, ICT, and Risk and Program Management
- Awareness Intelligence