



Courses

Personal Development for Individual Well-Being, Organizational Performance, and the Common Good across Cultures

Courses Tailored to Your Needs

All courses are based on latest research 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 eLearning.

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.

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

Sample 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
Section B1: Leadership Philosophy	
- Leadership Philosophy	B1
Section B2: Leaders and Followers	
- "Sharedness" in Leadership	B2
- Humor as a Leadership Strategy	B3
Section B3: Personality and Leadership	
- Self-Leadership and the 7 Habits of Highly Effective People	B4
- Compassionate Leadership	B5
Section B4: Inspirational Leaders	
- Inspiring Leaders & Own Reflection	B6
Section B5: 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
Section B6: Leadership, Power, and Influence	
- Distributed Leadership	B13

Sample 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
Section C1: The Psychology of Talent and Giftedness	
- Operationalization of the Concept of Talent Management	C1
Section C2: Identifying Talent, Competencies, and Appraisal	
- Individual and Collective Talent	C2
- The Role of Job Analysis in Global Talent Management	C3
Section C3: Developing Human Capital: Success and Failure in Learning	
- Developing Human Capital: Success and Failure in Learning	C4
- Cultural Intelligence (CQ)	C5
Section C4: Mobility and Cultural Agility	
- Mobility and Global Talent Management	C6
- The Development of Cultural Agility	C7
Section C5: Global Mindset	
- Global Mindset in Japan	C8
- Global Talent Management Between Globalization and Tradition (At the example of China)	C9
- Social Capital in Global Citizenship	C10
Section C6: 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
Section C7: Developing Cultural Empathy	
- Developing Cultural Empathy	C16
- How Culture Shapes Different Types of Empathy	C17

mathias sager – School & Advisory

Happy Colorful Growth

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/school

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.

E-mail: goodthings@mathias-sager.com

Expertise

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

DRAFT

© mathias-sager – School & Advisory
All Rights Reserved.