

COMPANY INTRODUCTION



DEVELOR

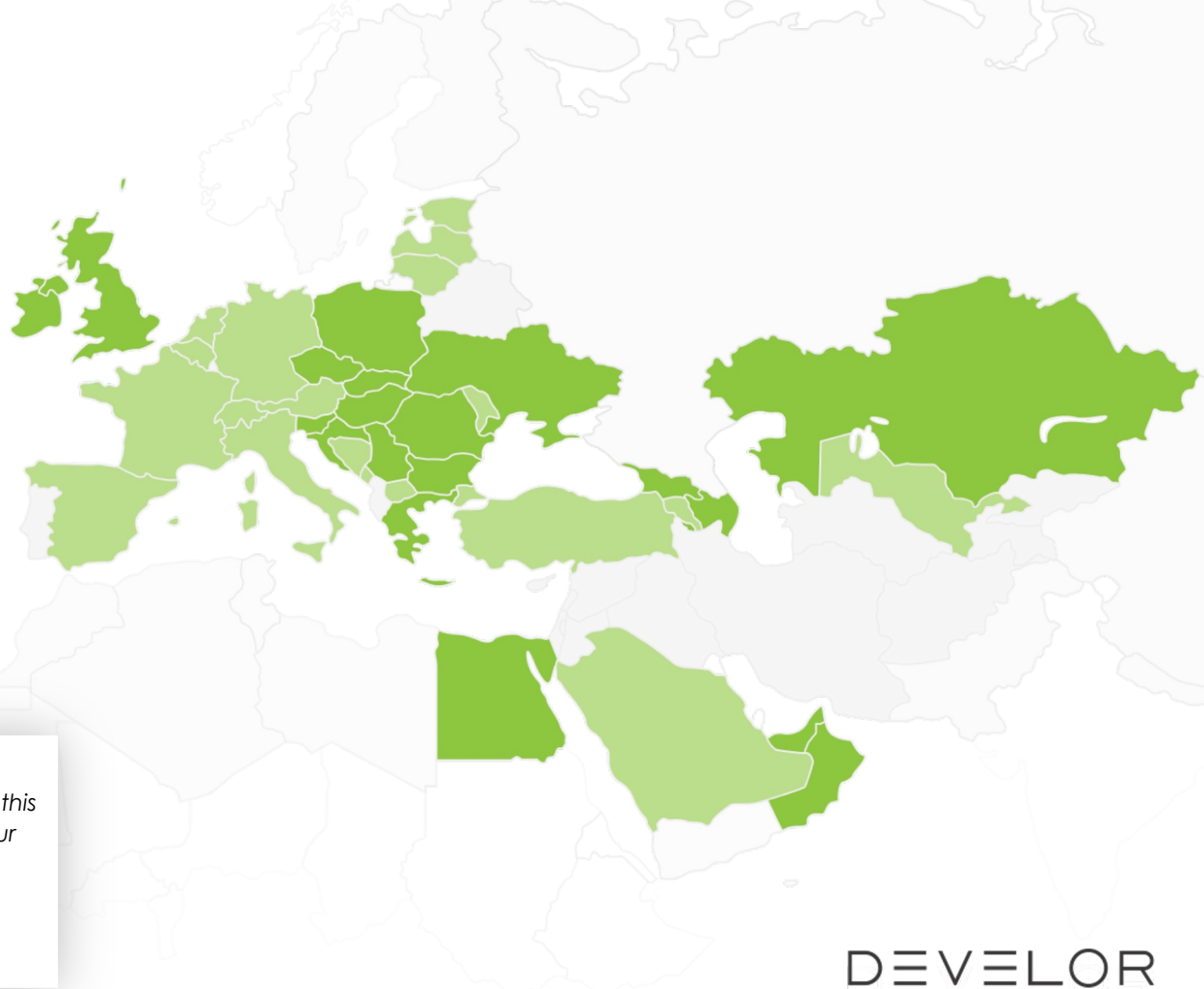
DEVELOR is an international **training and development company** represented in **18 countries**.

We transform organizations into **homes of growth**. Through strategic partnerships and our innovative approach, **we make sustainable mindset- and behavior change happen**.



*„Let's not just train; let's transform.
Choose DEVELOR as your partner on this
exciting journey of growth, where your
organization evolves into its true
potential.”*

Zsolt Pozvai, Global CEO



DEVELOR



110+

trainers, coaches
and consultants



200+
colleagues



2500+
clients so far



335 000+
participants so far



18
countries



6500+
projects so far



42 000+
training days so far

DEVELOP

What do we do?

We are a value-based community of passionate professionals who strive to win.

We develop and grow individuals and teams to unleash their full potential. This is the foundation to find joy and satisfaction in their job. We do that through tailored training courses, blended learning programs, and extended learning solutions.



Training

We design and deliver training programs

that are engaging, relevant, and practical. We motivate program participants to apply what they learned on the job, and stimulate their implementation progress.



Diagnostics

We use various diagnostic tools to provide a clear understanding of the target group's initial state, the necessary direction and extent of development, and the result of progress. This approach makes the advancement process more focused and measurable.



Consulting

We help to define the outcomes that

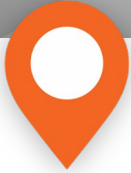
business stakeholders expect to be delivered through the learning and development initiatives and we design them accordingly. We help to align connected processes and systems so that desired change is supported and reinforced.

How do we do it?

Learning is not an event but a process. The expected change of attitude and behavior does not happen overnight. Therefore, it is worth thinking about learning as a process with several consciously selected activities, both in terms of purpose and methodology.



Development journey



At the beginning of a complex development program first, we have to raise participants' **AWARENESS (1)** and gain their **COMMITMENT (2)** to personal change. They need to understand the personal benefits, and how the new competencies will contribute to their everyday success.



A well-designed development process includes the **LEARNING (3)** of new theories and the intense **PRACTICE (4)** of them. Acquiring knowledge is ideally followed by an opportunity to try out and practice the newly learned skills in a safe environment.



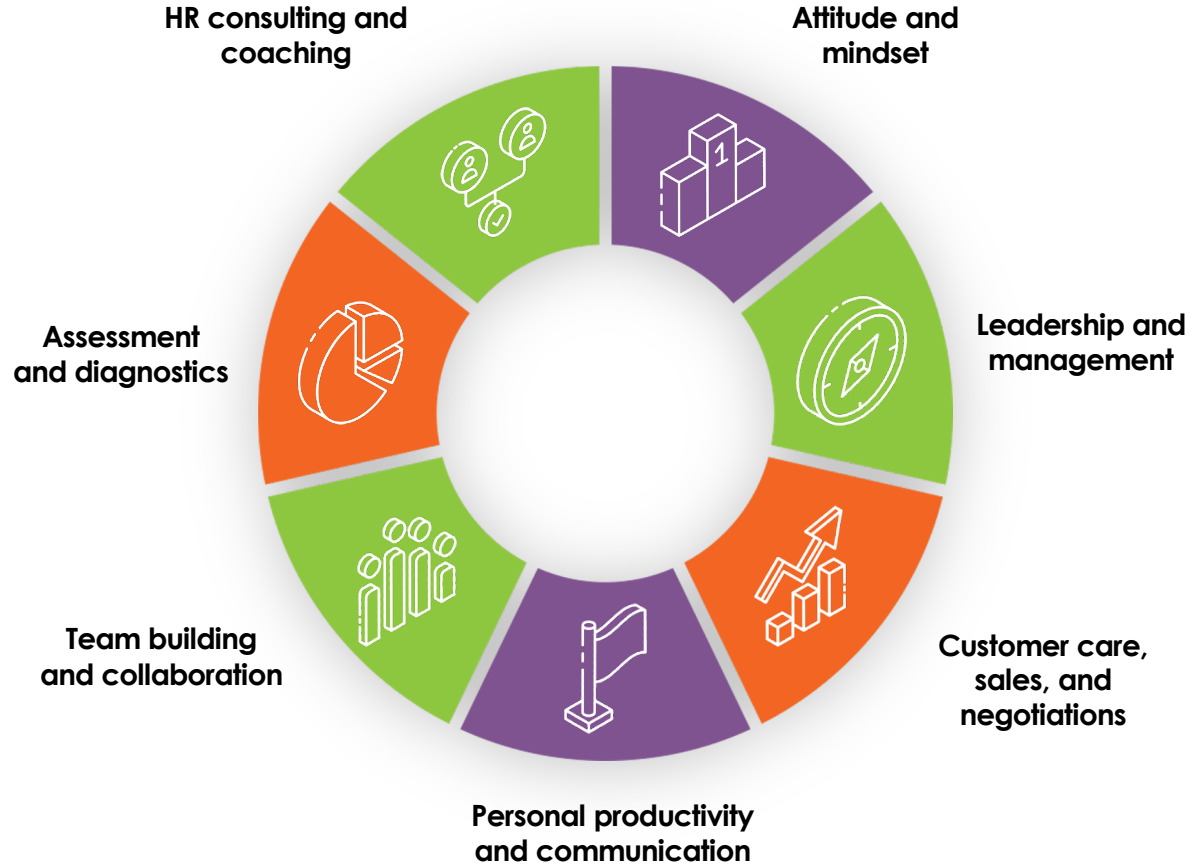
As a **REINFORCEMENT (5)**, participants need to repeat and drill the desired behaviors and deepen what was learned. They must then start to apply it in their everyday lives in the **IMPLEMENTATION (6)** phase in a predesigned supportive environment with continuous feedback, correction, and support.



At the end of the process, we reach the **PERFORMANCE (7)** phase where the expected mindset and new skills are embedded and appear as new routines.

Core areas of expertise

Our innovative and wide range of services aims to provide solutions to our partners' people development challenges.



Innovative solutions



Game-based courses

Everyone loves a good story and enjoys playing.

Games and stories also play an important role in involving and committing training participants. Game-based courses align perfectly with the preferences of today's participants, who seek more interactive and immersive experiences.

Several courses of our wide portfolio create simulated environments built around exciting storylines, whether it's conquering Mars, embarking on an Arctic expedition, or managing a fine dining restaurant in Tuscany. These exciting settings allow participants to step out of their daily routines and encourage them to experiment freely and discover innovative solutions.



Colorful psychometric tools

Enhancing self-awareness is crucial for personal growth.

The popular and easy-to-use Insights Discovery, and the deeper, technologically more advanced Lumina Spark are powerful psychometric tools designed to help individuals understand their unique personality traits and unlock their full potential.

With their colorful, easy-to-understand language and comprehensive individual reports, they help participants deepen their self-awareness, improve their communication, and build stronger relationships with colleagues. Popular leadership, sales, and team cohesion courses are built on typology systems.



Interactive microlearning solutions

Learning anywhere and anytime.

A fully flexible learning in an interactive way, preferably through digital technology, is a core expectation, especially among younger generations. DEVELOR's microlearning methodology and platforms are designed to meet this demand.

Our interactive learning nuggets are effectively utilized throughout the entire Development Journey, from gaining commitment and sharing theoretical knowledge before the courses to deepening the acquired skills and supporting everyday applications.

Innovative solutions



AI mindset & skillset

As a leader, would you need help with a challenging feedback discussion?

As a salesperson, do you want to make an impact at your next customer meeting? Have you just completed a training course and, as a personal coach, want to practice with AI assistance? All of this is possible.

AI technologies offer immense opportunities, yet they also spark significant concerns. As experts in changing mindsets and behavior, DEVELOR AI solutions aim to reduce fear and bring AI's potential closer to people. In our customized AI mindset and skill development courses, we help leaders, sales professionals, and office workers recognize how AI can enhance their personal effectiveness.



Team sociomapping

Ever wondered why some teams excel while others struggle?

We offer a tool that has been used in high-profile projects such as the European Space Agency's mission to Mars to strengthen team cohesion. Team Sociomapping is a cutting-edge team assessment and development tool designed to improve communication, cohesion, and collaboration within teams.

It's ideal for analyzing current and optimal relationships in any team from top management to project teams. The results are visualized in 3D maps, which will be processed and translated into an action plan for the team through an engaging, solution-oriented workshop. By repeating the survey regularly, the maps provide an excellent indication of the extent of progress.



True manager business simulation

Practicing in a realistic yet safe environment, even weeks after training and on your own? Why not?

True Manager is an advanced, interactive online simulation focusing on fundamental leadership skills. The player's task is to achieve the business goals and maintain high employee engagement in a virtual company.

By its nature, True Manager is an excellent tool to extend the learning process. It offers 4-5 hours of individual playing time, allowing participants to experiment with and practice newly learned skills, and make mistakes in a safe environment. This tool is successfully used by our clients not only for training leaders but also for developing talents and even for assessing leadership skills.

DEVELOR

Our clients

We are proud of our Clients and the successful projects we had in more than **30 years of our history**. Whether a one-off training or complex development program, whether for a large international corporation or national SME.



If you or your colleagues need help or would like to start a conversation, please reach out to us with any questions using the contact details below.



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