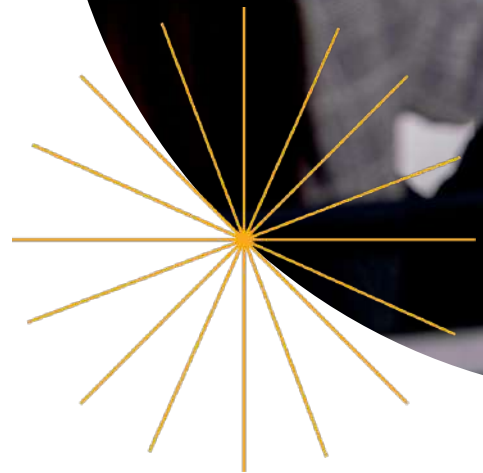


CORPORATE TRAINING

Presented in a seminar or workshop format, our Corporate Training service will give you prompt results within a single, time-efficient session.



Who We Are

About Gtrust Consultancy

A Company that Empowers Growth:
Your Partner in Human Resource Development.

Gtrust Consultancy has been working as a consultant company in Human Resource Development Area since 2004. We offer **solutions to challenges** in working environment and **facilitate learning process** for companies looking for improvements.



History & Background

A Story of Transformative Learning

Established in 2004, Gtrust initiated a transformative mission to reshape conventional learning. Encouraged by a vision to challenge one-sided, teacher-centered methods, Gtrust introduced a dynamic approach that prioritizes engagement (guided by the principles of Facilitation, Self-Awareness, and Fun) over the traditional way of learning.

At the heart of Gtrust's beliefs is **a strong focus on empathy**. Empathy inspires us to keep learning and finding solutions. The commitment to always learning turns Gtrust into a place where knowledge flows, creating a culture of understanding and resourcefulness that helps us provide meaningful support. More than a consultancy, Gtrust shines as a catalyst for change in an environment hungry for innovation.

Its story connects with those who push boundaries, aiming for comprehensive learning and progress. This ongoing journey motivates individuals and companies to adopt a new perspective of potential, establishing Gtrust as an **impactful contributor in the fields of learning and development**.



Our Learning Pillars

Facilitative

Using our interactive methods to help individuals learn more effectively and solve challenges with greater skill. This empowers companies to tackle obstacles and make substantial improvements in their operations.



Anchoring from Self Awareness

Guiding participants to explore and understand their own strengths, weaknesses, and motivations, facilitating personal growth.



Fun

Infusing enjoyment and excitement into the learning process to foster engagement and enthusiasm.



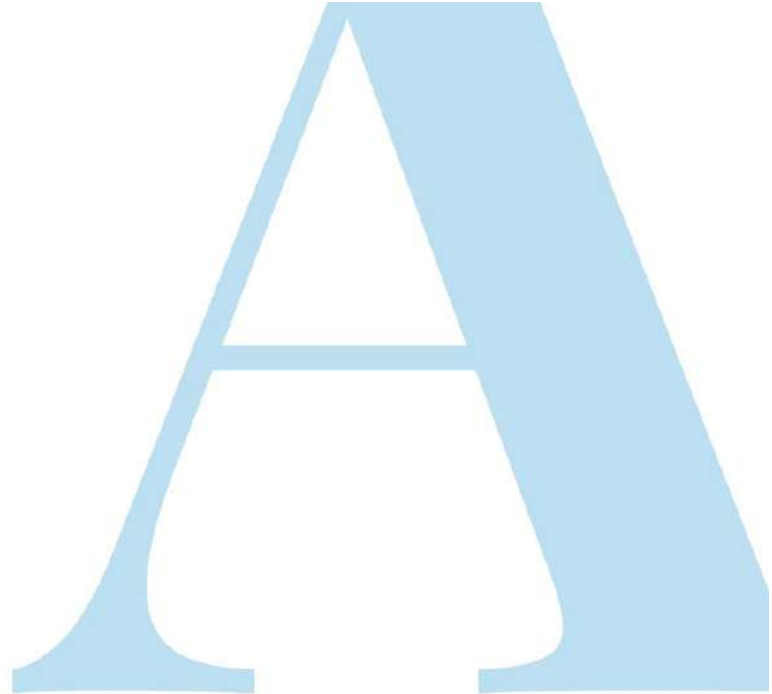
TRAINING WINDOW

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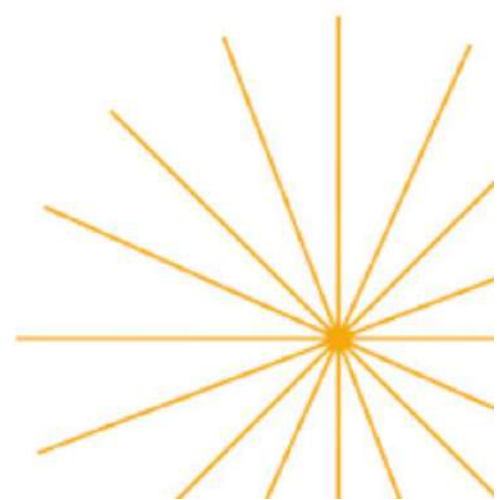
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PERSONAL DEVELOPMENT

This category is designed to support the development of both personal and interpersonal capacity at work. It is intended for officers, professional staff, and senior individual contributors who seek to strengthen their personal foundation to become more adaptive, reflective, and impactful in the workplace. By cultivating self-awareness, interpersonal skills, and practical work competencies, participants will be better equipped to face professional challenges with confidence and clarity.



SELF MANAGEMENT SKILLS



1. *Mastering Self Leadership to Achieve Consistent Personal & Professional Wins*
2. *Designing Your Individual Development Plan (IDP) to Fast-Track Career Growth*
3. *Building Self Awareness to Unlock Strengths*
4. *Managing Emotions to Create a More Positive Workplace*

Mastering Self-Leadership to Achieve Consistent Personal & Professional Wins

Duration: 4 hour



Are you ready to take charge of your growth and performance? This training helps you develop the mindset and habits to lead yourself with clarity, discipline and purpose.

By exploring self awareness, self management and self direction, you'll gain tools to manage emotions, stay focused and pursue your goals with intention.

Discover how leading yourself well can strengthen not only your personal performance but also your impact on the team and organization.

After this course, you will be able to:

- Build self-awareness to better understand your behaviors, triggers, and strengths
- Manage yourself effectively to stay focused, disciplined, and emotionally grounded
- Set and follow through on meaningful goals with clarity and intrinsic motivation

Designing Your Individual Development Plan (IDP) to Fast-Track Career Growth

Duration: 5 hour



Want to take ownership of your career growth with clarity and structure?

This training equips you with the mindset and tools to design a personalized development plan aligned with your current role and future aspirations.

You'll learn how to assess your competency needs, set meaningful development goals, and build actionable plans using proven frameworks like GROWS and 70:20:10.

Whether you're growing as a specialist or preparing to lead, this session empowers you to drive your career journey with purpose.

After this course, you will be able to:

- Map your current and future competency needs based on your career path
- Create a structured, realistic, and personalized Individual Development Plan (IDP)
- Evaluate your growth journey to ensure it contributes to performance and career progress

Building Self-Awareness to Unlock Strengths

Duration: 4 hour



Do you know what truly drives you and what hidden strengths you may be underutilizing?

This training guides you to explore who you are at your core: your personal values, strengths, and untapped potential.

Through reflective exercises and practical guidance, you'll gain greater clarity about your unique capabilities and how to align them with your professional goals.

Discover how self-awareness can become the key to building a career path that is not only successful, but also meaningful.

After this course, you will be able to:

- Understand your core values, talents, and what motivates you
- Identify hidden strengths and use them to shape your career direction
- Create a strength-based career plan with purpose and clarity

Managing Emotions to Create a More Positive Workplace

Duration: 4 hour



Do your emotions help or hinder your work relationship?

This training empowers you to recognize, understand, and manage emotions both your own and others to build a more positive and collaborative work environment.

By applying emotional intelligence, you'll strengthen your communication, reduce conflict, and contribute to a healthier organizational culture.

A workplace that embraces emotional awareness is one that thrives together.

After this course, you will be able too:

- Manage your personal emotions to stay grounded and constructive
- Apply emotional intelligence to communicate and collaborate more effectively
- Contribute to building a culture of well-being and emotional awareness in your organization

TEAM & SOCIAL WORKING SKILLS



1. *Communicating and Collaborating Effectively to Boost Team Performance*
2. *Giving Feedback with SBILS to Drive Measurable Improvement*
3. *Practicing Empathetic and Assertive Communication to Overcome Tough Times*
4. *Delivering Service Excellence to Consistently Exceed Client Expectations*

Communicating and Collaborating Effectively to Boost Team Performance

Duration: 4 hour



Great teams don't happen by accident, they're built through intentional communication and collaboration.

This training helps you strengthen your contribution to your team by understanding team dynamics, practicing assertive communication, and developing collaborative habits.

You'll explore how individual roles shape collective success and how to shift from working in a team to truly working as a team.

After this course, you will be able to:

- Communicate assertively and respectfully in a team setting
- Build stronger collaboration by understanding your team's stage and needs
- Contribute proactively and meaningfully to team goals and shared success

Giving Feedback with SBILS to Drive Measurable Improvement

Duration: 5,5 hour



Struggling to give feedback that truly drives change?

This training introduces the SBILS method an advanced feedback framework that goes beyond traditional approaches.

You'll learn how to build trust, listen actively, and deliver impactful feedback using real-life workplace scenarios.

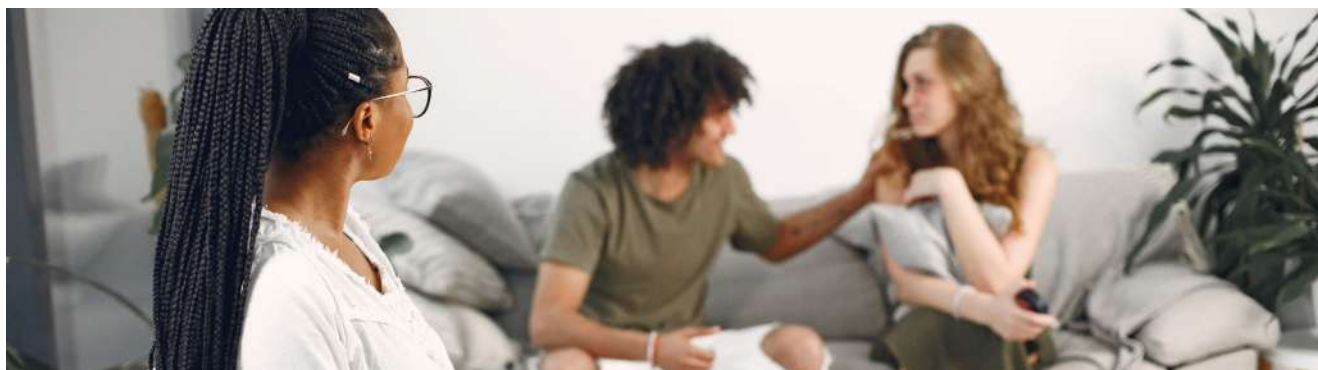
Combined with the fundamentals of performance coaching, this program will help you shape a more open, supportive, and performance-driven team culture.

After this course, you will be able to:

- Apply the SBILS method (Situation, Behavior, Impact, Learn, Sustain) for effective feedback
- Practice coaching conversations that build trust and promote growth
- Foster a feedback culture that supports ongoing performance improvement

Practicing Empathetic and Assertive Communication to Overcome Tough Times

Duration: 4 hour



In moments of tension, what you say and how you say it can make all the difference.

This training helps you move beyond passive or aggressive habits toward a balanced, confident, and empathic communication style.

You'll discover how to express yourself clearly without blame, listen with presence, and maintain professional relationships even in difficult conversations.

With practical tools like "*I Message*", empathic listening, and self-reflection exercises, you'll gain the clarity and courage to communicate effectively when it matters most.

After this course, you will be able to:

- Differentiate between passive, aggressive, and assertive communication
- Apply empathic and assertive techniques to express yourself clearly
- Reflect and plan for real-life conversations using the "*I Message*" framework

Delivering Service Excellence to Consistently Exceed Client Expectations

Durasi: 4 jam



In today's fast moving business world, service is not just a function it's a strategic advantage.

This program empowers you to deliver exceptional service by understanding customer needs, communicating with clarity, and managing emotional dynamics with empathy.

You'll explore how to resolve problems effectively, handle complaints with professionalism, and build long-term trust with stakeholders using proven tools, customer personas, and retention strategies.

After this course, you will be able to:

- Identify customer needs and design service based on tailored personas
- Apply key principles of excellent service and empathetic communication
- Manage complaints, emotions, and post-service loyalty with professionalism

WORK & PERFORMANCE SKILLS



1. *Using Critical Thinking to Make Better Decisions Faster*
2. *Applying Creative Thinking to Generate Innovative Solutions*
3. *Sharpening Problem Analysis and Reporting to Influence Decision-Makers*
4. *Building Learning Agility to Continuously Improve and Stay Relevant*
5. *Running Effective Meetings to Save Time & Maximize Results*
6. *Managing Knowledge to Retain Expertise and Increase Productivity*
7. *Shaping a Resilient Mindset to Consistently Drive High Performance*

Using Critical Thinking to Make Better Decisions Faster

Duration: 6 hour



In a fast paced, data heavy environment like IT, critical thinking is not optional it's essential.

This course strengthens your ability to observe, analyze, and interpret information objectively.

You'll learn how to spot biases, challenge assumptions, and sharpen analytical thinking to make sound, well-reasoned decisions—even in uncertain or complex situations.

After this course, you will be able to:

- Identify assumptions, biases, and fallacies in everyday reasoning
- Analyze arguments and ask deeper, more critical questions
- Apply structured thinking to complex, ambiguous problems

Applying Creative Thinking to Generate Innovative Solutions

Duration: 6 hour



Innovation doesn't happen by accident, it starts with creative thinking.

This course helps you unlock your creative potential by identifying mental blocks and shifting limiting habits.

You'll explore proven techniques and models to generate fresh ideas and create real value in your work.

By developing both creative thinking and an innovation mindset, you'll be better equipped to lead change and solve problems in new ways.

After this course, you will be able to:

- Differentiate between creativity and innovation—and use both effectively
- Identify and break mental habits that limit original thinking
- Apply creative techniques to real challenges at work

Sharpening Problem Analysis and Reporting to Influence Decision-Makers

Duration: 4 hour



Being a Section Head means solving problems, not just spotting them.

This course sharpens your ability to analyze problems systematically using cause and effect thinking, while also building your skills in writing clear, accurate reports.

You'll practice turning insights into structured communication and strengthen your accountability by owning results and taking action.

After this course, you will be able to:

- Analyze problems with structured, cause-effect thinking
- Communicate progress and findings with clarity and impact
- Demonstrate personal accountability and follow-through in your workflow

Building Learning Agility to Continuously Improve and Stay Relevant

Duration: 4 hour



In the fast paced tech world, your ability to learn, unlearn, and relearn is your biggest asset.

This course equips Section Heads and professionals with the mindset and tools to become adaptive learners—reflective in action, open to feedback, and proactive in growth.

You'll develop a personal learning plan grounded in real feedback and future goals, helping you grow yourself while lifting your team's performance.

After this course, you will be able to:

- Reflect and act on your personal learning patterns
- Use feedback to guide your next development steps
- Apply learning insights to improve team and organizational performance

Running Effective Meetings to Save Time & Maximize Results

Duration: 4 hour



Tired of meetings that drain time and deliver little?
This course gives you the practical tools and mindset to lead meetings with purpose, structure, and results.

You'll learn how to plan, guide, and follow up on every session so your team leaves aligned, focused, and ready to take action.

After this course, you will be able to:

- Design and lead meetings in a structured and effective manner
- Apply practical strategies to ensure meetings produce clear decisions, actionable follow-ups, and active participation
- Transform meetings into collaborative spaces that are efficient, valuable, and productive for all participants

Managing Knowledge to Retain Expertise and Increase Productivity

Duration: 4 hour



Want to stop reinventing the wheel and start accelerating your team's growth?

This session introduces practical tools to map business processes, capture essential knowledge, and develop technical competencies that truly matter.

You'll learn how to build workflows that enhance performance and turn team knowledge into a shared asset not a hidden bottleneck

After this course, you will be able to:

- Understand and map your business process with clarity
- Apply knowledge management cycles to your team's workflow
- Use self-assessment and gap analysis to develop core technical competencies

Shaping a Resilient Mindset to Consistently Drive High Performance

Duration: 4 hour



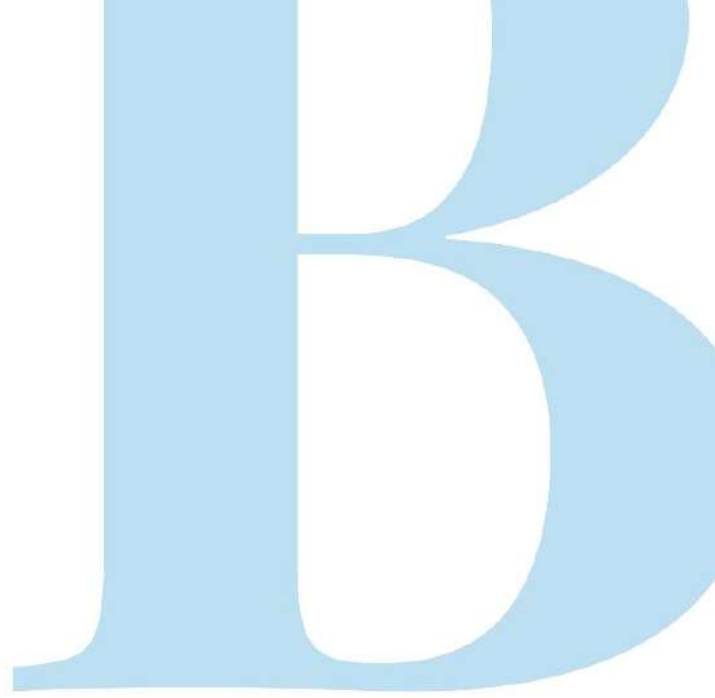
In today's fast paced workplace, feeling stuck can hinder productivity and confidence in fulfilling your role effectively.

Whether you feel stagnant in your current position or struggle with self-doubt, this program is designed to help you break through those barriers, unlock your full potential, and drive positive outcomes within your organization.

Through practical exercises and actionable tools, you and your team will build awareness of the five core resilience mindsets that will strengthen your ability to face challenges with confidence.

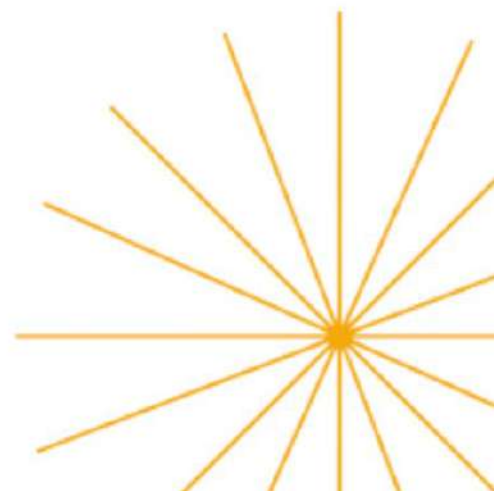
After this course, you will be able to:

- Reflect on past experiences as sources of strength in both personal and professional life
- Turn challenges into opportunities for growth and learning
- Positively influence team dynamics and enhance overall performance within your organization



LEADERSHIP DEVELOPMENT

This category is intended for individuals transitioning into leadership roles or looking to strengthen their capabilities as team leaders. Participants include first-time leaders, section heads, and aspiring supervisors. Through a reflective and practical approach, these programs help leaders understand themselves, develop others, and drive team performance in a sustainable and empathetic way.



Growing as A Leader to Empower Your Team

Duration: 4 hour



Are you newly appointed as a leader and facing challenges in managing others effectively?

Our *Growing as a Leader* training is designed for individuals transitioning into leadership roles and seeking clarity, confidence, and the tools to lead well.

Through interactive exercises and expert guidance, participants will explore their leadership style, map their team's strengths, and discover strategies to unlock their full leadership potential.

After this course, you will be able to:

- Recognize and strengthen your personal leadership style
- Identify your team members' strengths and unlock their potential
- Design a growth plan for your leadership journey

Managing Conflict to Strengthen Relationships and Maintain Team Harmony

Duration: 6 hour



Every leader will face conflict, great leader manage it with clarity, empathy, and impact.

This training supports leaders in identifying types of conflict, understanding common responses, and applying constructive resolution strategies.

Through strong communication, emotional regulation, and negotiation skills, leaders will learn how to maintain trust and guide their teams through difficult situations.

The session includes hands-on practice using case studies and peer reflection.

After this course, you will be able to:

- Identify sources of conflict and respond with appropriate strategies
- Communicate clearly and calmly—even in high-pressure situations
- Build trust and influence through empathy and effective negotiation

Navigating Difficult Conversations to Achieve Win-Win Results

Duration: 4 hour



Some conversations are hard for giving feedback, saying no, addressing underperformance, or resolving tension with a colleague. But avoiding them only makes things worse.

This training equips you with the tools to face difficult conversations with clarity, confidence, and care.

We'll explore the underlying causes—such as emotions, fear, or power dynamics—then move into practical tools: Radical Candor, empathic listening, paraphrasing, and emotional regulation grounded in neuroscience.

After this course, you will be able to:

- Handle sensitive and high-stakes conversations with confidence and empathy
- Apply the Radical Candor framework to give honest feedback without damaging relationships
- Use practical communication tools like paraphrasing and emotional regulation

Giving Feedback and Job Instruction to Improve Clarity and Accountability

Duration: 4 hour



Clear communication and effective feedback are essential skills for anyone working with others.

This training focuses on developing the ability to deliver structured job instructions and meaningful feedback to support learning and performance.

Through practical models and guided practice, participants will build the confidence to coach and guide their colleagues more clearly and constructively.

After this course, you will be able to:

- Deliver clear, structured job instructions using practical models
- Give impactful feedback that supports clarity, confidence, and improvement
- Strengthen team performance through day-to-day knowledge transfer



Gtrust Consultancy is a consulting company with over 18 years of experience in the field of Human Resource Development.

Our services are designed to address each organization's unique needs—from dynamic facilitation to impactful learning experiences.

Gtrust's clients come from various industries—including oil & gas, FMCG, pharmaceuticals, media, banking, NGOs, and building materials—each facing distinct challenges in their own contexts.



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