

# FACILITATED LEARNING

Engaging & impactful  
hands-on experience to drive  
professional and personal  
growth.



# 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.



# Your Journey with Us

## 1 Learning Need Analysis

We start the process by conducting comprehensive need assessments. This includes understanding the organization's context and business processes; identifying the gaps between the expected and current knowledge, attitude, skills and habits; and analyzing power and team dynamics. This process is very key in developing facilitative workshop that is specifically tailored to drive changes as well as measuring its effectiveness.

## 2 Learning Journey



### Phase 1 - Preparation

Ensuring participants' readiness and generating awareness through activities like 'What's in it for me' sessions, creating positive atmosphere, pre-tests, or pre-reading articles. These activities aim to engage participants, set expectations, and lay the groundwork for their active participation in the facilitated learning program.



### Phase 2 - Self Discovery

Inspiring participants to gain self-awareness, find intrinsic motivation, and accept constructive emotions through activities like reflective exercises and games that dive deep into understanding personalities.

This phase sets the stage for personal growth and development throughout the facilitated learning program.





### Phase 3 – Experiential Learning

Core activities where participants engage in hands-on experiences analogical to the learning objectives.

Participants engage in activities such as **indoor or outdoor challenges**, either **individually or in groups**, which serve as analogies to real-world scenarios.



### Phase 4 – Insights & Reflections

Participants reflect on the activities they've engaged in, guided by the facilitator. Followed by **knowledge sharing from experts**, providing participants with the necessary mindsets and practical techniques to apply the learning effectively.



### Phase 5 – Action Plan

A closing segment where participants reflect on their learning journey and commit to taking specific actions moving forward. **Tools** like "continue, stop, start" sheets prompt self-reflection, while frameworks like GROWS guide participants in setting actionable goals and identifying support mechanisms.

## 3

### Performance Sustaining

Follow-up activities conducted after the program to track participants' progress and **ensure sustained positive changes in their mindset, habits, and performance**. This allows for ongoing support and reinforcement of the learning outcomes, ensuring that participants continue to benefit from the program's impact over time.

# Tailored Solutions

We offer five versatile programs designed to meet the unique needs of our clients. While each program serves as a framework, the activities and content are customized to align with the specific requirements of your organization.

These **facilitated learning programs** target three key areas:



Cultivating  
self-awareness



Mastering  
essential skills



Attain  
meaningful impact

## Self development kit to accelerate your growth

You will get:



A **sense of self-worth** by understanding personal strengths and optimizing them.



Practical techniques and strategies to **optimize your productivity and efficiency.**



Develop strong and balanced **self-management skills.**

## Value internalization for organizational unity

You will get:



Alignment of personal values with organizational values to foster **balanced growth.**



Practical skills to effectively **integrate these aligned values** into daily work.



Positive changes in **team dynamics** and promoting commitment to organizational culture.



**Empowering Teamwork** to conquer challenges and boost productivity. You will get:



Insight into the importance of collaboration and teamwork in overcoming business challenges.



Skills for effective communication, conflict resolution, and how to contribute more effectively.



Synergy across functions is optimized to achieve shared success.



**Leadership development** to accelerate your readiness in your role. You will get:



A **sense of self-worth** by understanding personal strengths and optimizing them.



Practical techniques and strategies to **optimize your productivity and efficiency.**



Develop strong and balanced **self-management skills.**



**Pre-retirement program** for your resilient retirement journey. You will get:



A **sense of self-worth** by understanding personal strengths and optimizing them.



Practical techniques and strategies to **optimize your productivity and efficiency.**



Develop strong and balanced **self-management skills.**





**Gtrust Consultancy** is a consulting company, has more than 18 years experience in Human Resource Development Area.

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

Gtrust's clients come from various industries (Oil & Gas, FMCG, pharmaceuticals, media, banking, NGOs, building materials, etc.), each facing distinct challenges.



And Many More