

YOUR Growth
Booster

Boost Your Superpower For Growth



Boost Your Superpower For Growth

Lifelong learning isn't always as easy as it might sound. This program puts a spotlight on **individual learning capabilities** which will be key skills for change and growth. Providing **science-based inspiration** and tools for **practical application** to work on self-efficacy and achieving individual **learning goals**.

Actively work on YOUR **growth mindset, learning skills, and self-leadership** to integrate self-directed learning - even better - into your daily routine and contribute your excellence to the ongoing business transformation at Bertelsmann.



Ambitious learners (By Invitation Only) –
You are eager to learn [about yourself]



Growth Mindset, Self Leadership & Learnability –
e.g., focus, habits, motivation, resilience, learning projects



Intense Online Program –
Live modules accompanied with guided learning groups & buddy concept



90 min per live session, 60 min per learning group,
60 minutes pre-/post preparation

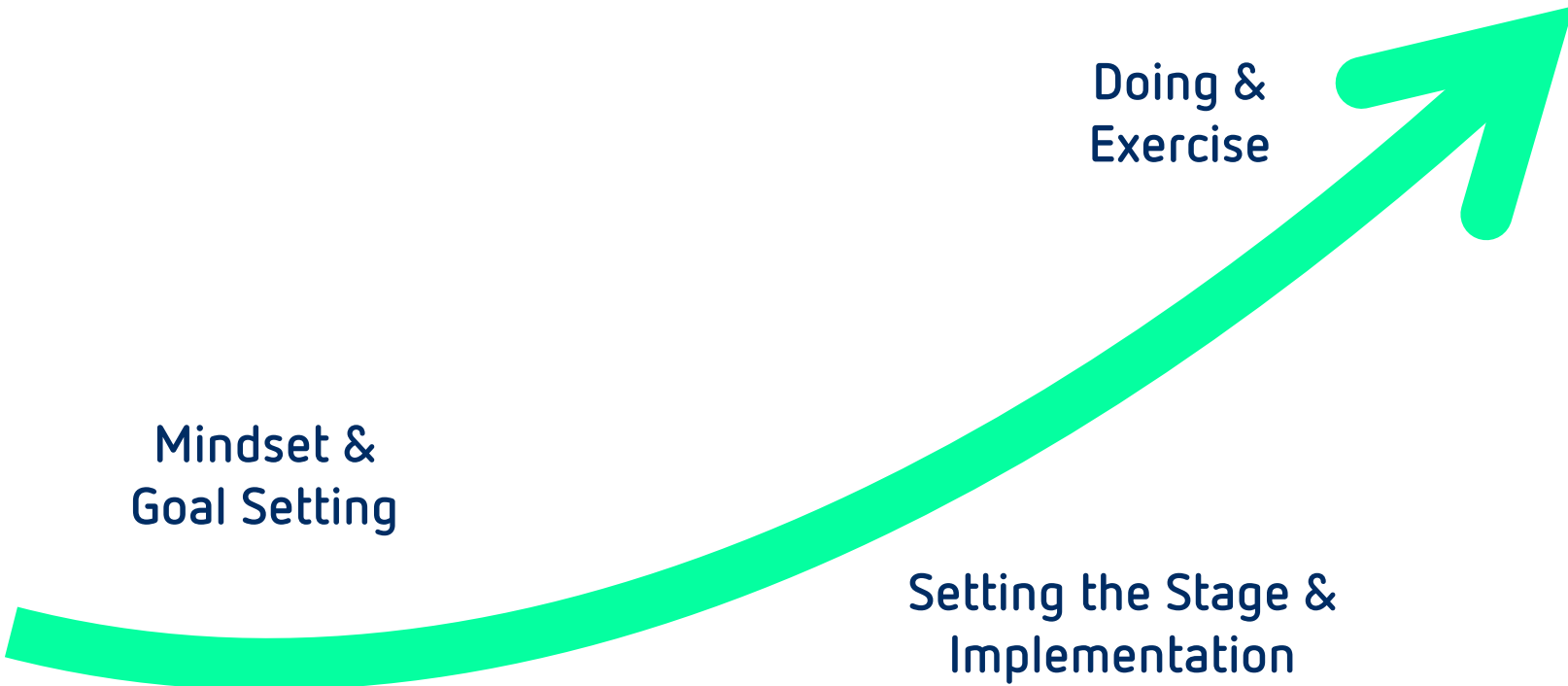


No Participant Fee



Program start: May 2023
Languages: German & English

Choose your focus track –
A) Boost your [Learning] **Goal**
B) Boost your [Learning] **Mindset & Behavior**



Mindset &
Goal Setting

Setting the Stage &
Implementation

Doing &
Exercise

Boost Your Superpower For Growth

Why you should attend

You should attend if you are eager to:

- achieve a specific learning goal
- foster your learning mindset, behavior, and self-management competencies for balancing performance tasks and learning targets

Special Target Groups:

- Employee Scholarship participants
- „Your Campus“ trainers
- Organizational wildcards

What you will learn

You will work on simple, everyday capabilities to be ready for an ever-changing work environment.

- Shape individual targets in line with your personal values; plan how to follow up within your own ecosystem and work routine
- Work on your growth mindset, beliefs and psychological flexibility
- Set a focus and build healthy habits
- How to make use of emotions and strengths for learning
- Overcoming obstacles with self-compassion and motivation tournaments
- Get in the flow of work: Actively switch between learning and performance zone

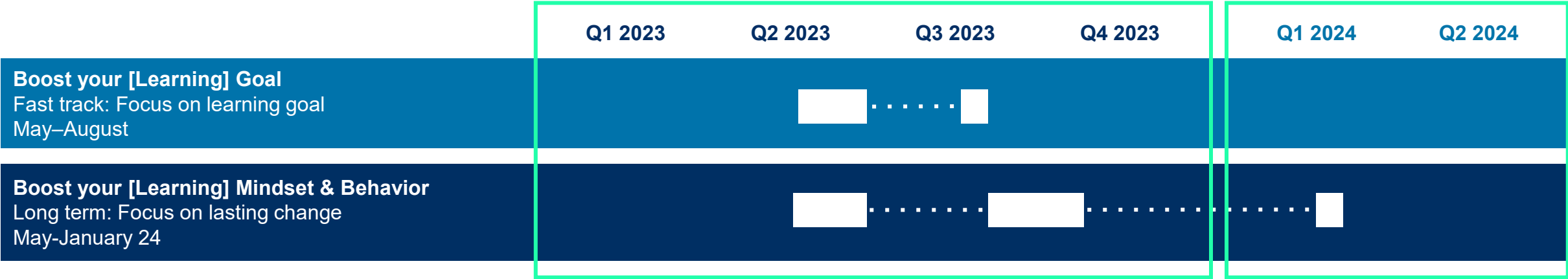
What you can expect

- Guided, highly interactive program to prepare or to actively pursue your specific learning project
- Virtual live modules accompanied by self-directed learning
- Social learning: Peer learning groups and learning buddies
- On the job: Follow up your learning with learning journal
- Feel your self-efficacy based on data of your personal self-assessment (pre, post and 3 months after the program). See what has changed!

Choose Your Track

Overall Timing & Track Comparison

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Boost your [Learning] Goal

Focus: Follow up on your individual learning goal by working on Growth Mindset, Self-Leadership and Learnability

- Intense bootcamp:** 5x90 min virtual live modules, plus pre-/post exercises
- Social learning: self-guided learning groups
- Workbook, templates & tools

May 10 – August 30, 2023

Pre-req. Bring your learning goal or a specific plan to study for in a project (as preparation)

Choose your track

Boost your [Learning] Mindset & Behavior

Focus: Self-management and promoting lasting behavioral and mindset change - just as intense, but not as condensed

- 9-month program:** 8x90 min virtual live modules, plus tiny pre-/post exercises
- Facilitated learning groups & learning buddy
- Learning journal incl. workbook, many templates & tools

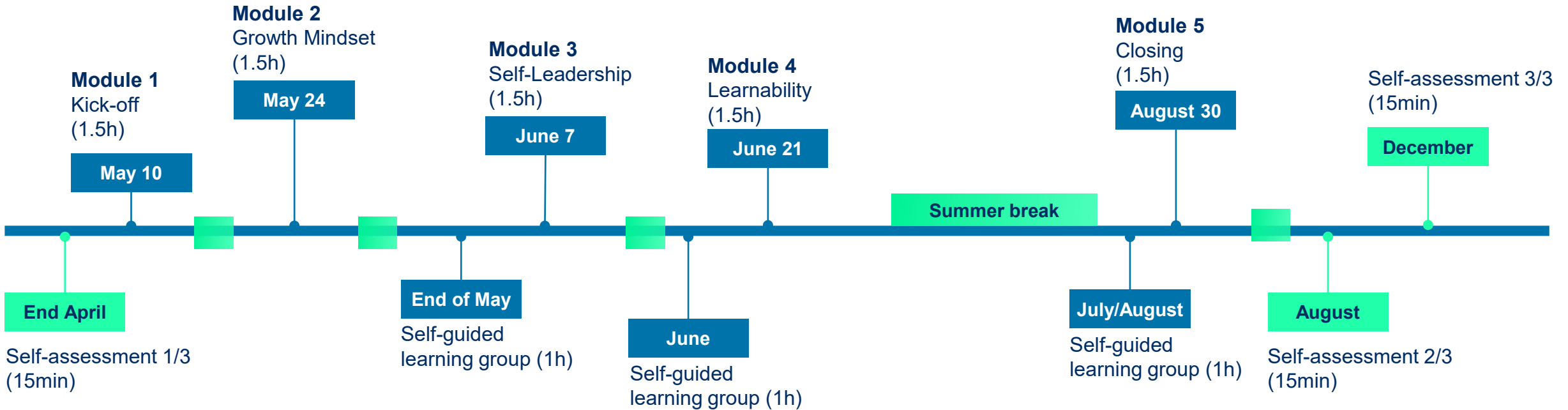
May 3, 2023 – January 17, 2024

Boost your
[Learning] **Goal**

Timeline

Boost your [Learning] Goal

This learning journey will prepare you intensively to follow up on your current/ near-future learning goals



Your Learning Experience

Module Overview

YOUR Growth
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Module 1 | Kick-off: Get-together and Program Outlook

- **Get together:** Meet your program peers
- **Outlook:** Why we will have a look at Growth Mindset, Self-Leadership and Learnability to reach our learning goals
- **The mix is what makes the difference:** How 'wanting', 'being able' and 'doing' must merge in order to enable continuous development
- **Growth Mindset:** Growth and fixed Mindset in everyday situations; Nature vs. Nurture
- **Self-Leadership:** Science-based elements to foster self-management
- **Learnability:** Iceberg of learning; 80/20 learning efficiency
- **Goal definition:** Collecting learning goals and 'match' your learning group peers. Learning Project mindset. Design your learning objective. Intro into learning project templates, e.g. IKIGAI and learning project canvas



May 10, 2023

DE: 9.00am CET – EN: 4.00pm CET

Module 2 | Grow Your Mindset

- **Growth Mindset:** How a Growth Mindset can help to get from performing to learning in daily routines, and thus reduce pressure
- **Fixed Mindset triggers:** Identifying your own triggers with regard to your learning goal and being able to reframe
- **Learning and performance goals:** How to bring yourself into the learning zone, and when to actively stay in the performance zone?
- **Determine learning project:** How your mindset work can help you to envision your goal and reduce the stretch to work towards it



May 24, 2023

DE: 9.00am CET – EN: 4.00pm CET

Your Learning Experience

Module Overview

YOUR Growth
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Module 2 | Self-Leadership

- **No multitasking:** Why multitasking shrinks your brain
- **Self-Leadership:** Elements of self-leadership
- **Focus & Habits:** Why focus is better than multitasking and how you build new habits which will ease up your learning progress
- **Reflection:** Why “reflecting time” is a “return on invested time”
- **Learning goal:** Learning plan and how to foster learning routines. Resource mapping.



June 10, 2023

DE: 9.00am CET – EN: 4.00pm CET

Module 3 | Learnability

- **Learning resources:** Identifying your own learning resources and learning behavior on the job/ for the learning goal
- **Learning, comfort zone and panic zone:** Which zone do you need for your current project?
- **Learning strategies:** Does my “how I learn” feed into my “why”?
- **Learning fundamentals:** Formal & informal learning, active learning, stress reduction, and relaxing



June 21, 2023

DE: 9.00am CET – EN: 4.00pm CET

Your Learning Experience

Module Overview

Module 5 | Closing: What's next?

- **Recap:** Focus on your own learning process
- **Self-compassion:** Dealing with obstacles and lack of time
- **Motivation tournament:** Identify your key motivators to keep going
- **What's next:** What's your next focus?
- **Learning goal:** Always remember to celebrate the little things and talk about them



August 30, 2023

DE: 9.00am CET – EN: 4.00pm CET

Timeline

Boost your [Learning] Goal

Live-Meetings

Times DE: 9am CET – EN: 4pm CET

Module 1: Kick-Off	May 10
Module 2: Growth Mindset	May 24
Module 3: Self-Leadership	June 07
Module 4: Learnability	June 21
Module 5: Closing	August 30

Self-Organized Learning

Self-Assessment	April
Self-Organized Peer Group	May
Self-Organized Peer Group	June
Self-Organized Peer Group	June
Self-Organized Peer Group	June
Self-Organized Peer Group	July
Self-Organized Peer Group	August
Self-Assessment	August
Self-Organized Peer Group	September
Self-Assessment	December

What's next?

Want to know more?

- Have a look on our [program website](#)
- Compare the [two program tracks](#)

1

Sign up!

... for YOUR Growth Booster from **March 15 - 30, 2023**



[Register here!](#)

2

Explore.

We'll send you a little package containing your workbook and little surprise learning motivators.

3

Kick-off.

Block your calendars – See you there!

Be quick:
first come,
first served

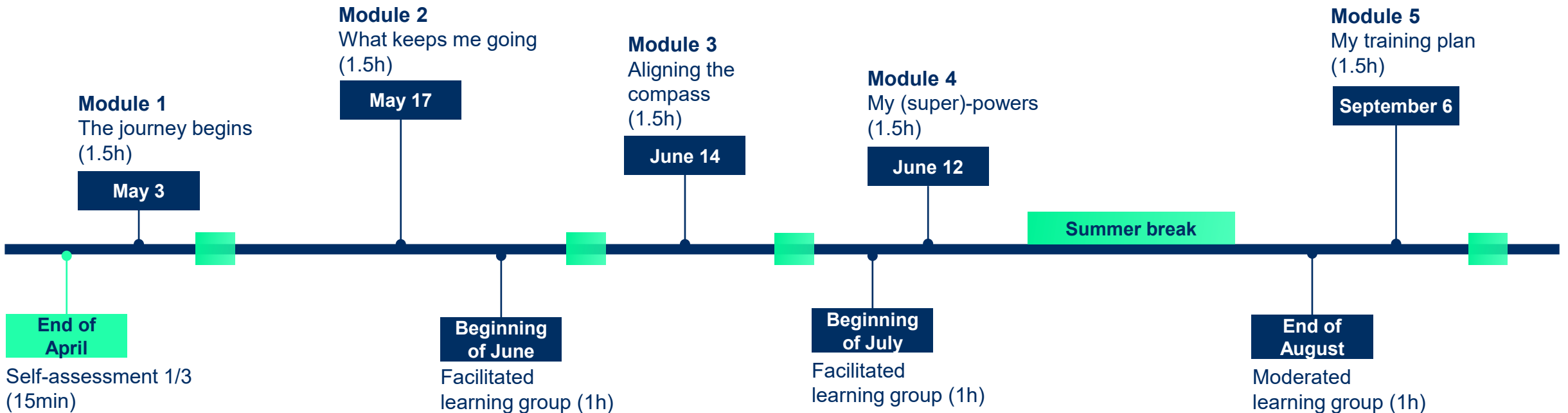
Boost your [Learning]
Mindset & Behavior

Timeline

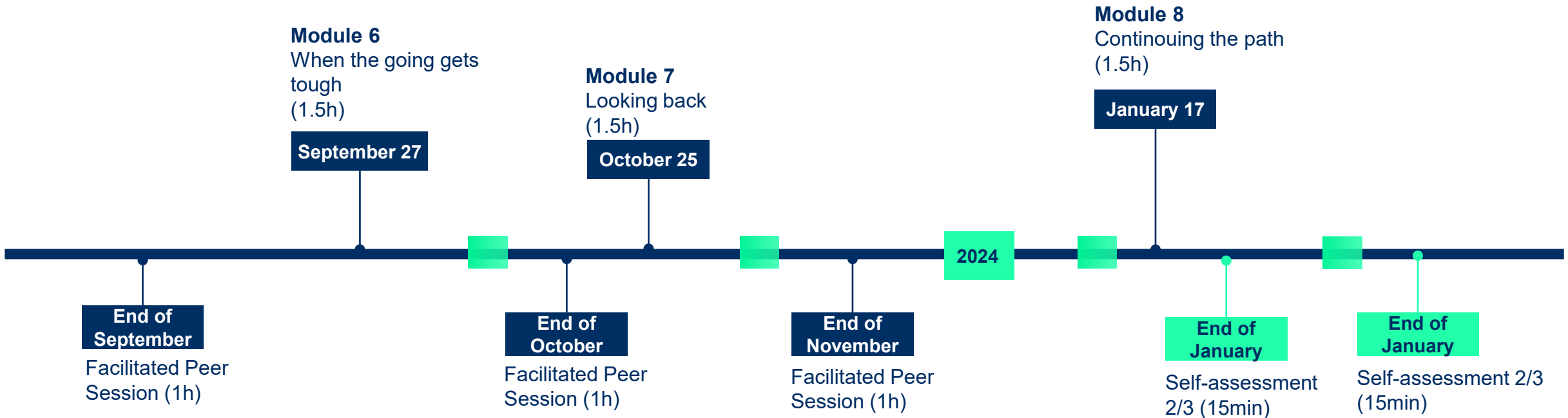
Boost your [Learning] Mindset & Behavior

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This experience-focused, guided learning journey enables you to integrate growth and learning more flexibly into your everyday life, thereby increasing their effects.



Self-study elements Virtual live sessions



Self-study elements (green box) Virtual live sessions (dark blue box)

Your Learning Experience

Module Overview

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Module 1 | The Journey Begins

Kick-off: Get-Together And Program Outlook

- **Get-together:** Meet your program peers
- **Impulse:** Learning means adaptability. Vigilance as a success factor.
- **The mix makes all the difference:** Every individual needs to learn future proof self-leadership in line with a growth mindset and efficient learning know-how
- **Pursue your goals:** Intro to learning project templates, e.g. IKIGAI



May 10, 2023

DE: 9.00am CET – EN: 4.00pm CET

Module 2 | What Keeps Me Going

Motivation and Key Values

- **Motivation:** What motivates you?
- **Purpose & values:** Get helpful insights about values and identify your key values
- **Psychological flexibility:** How you can adapt to situations by becoming psychological flexible
- **Goals:** Goal affirmation to work towards values



May 24, 2023

DE: 9.00am CET – EN: 4.00pm CET

Your Learning Experience

Module Overview

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Module 3 | Aligning The Compass Goal Setting & Focus

Goals: Setting demanding but not overwhelming goals. About learning and performance goals. Value- goals-focus-funnel.

Focus: Why focus is better than multitasking. Focus tools and scientific insights.

Learning goal: What could be my first focused goal?

Module 4 | My (Super)-Powers Emotions & Strengths

- **Own resources:** Identifying your own signature strengths and why they might be a hurdle sometimes
- **Fun and emotions:** How having fun and making use of emotional science supports our studies
- **Gratitude:** The biggest lift for taking satisfaction and motivation to the next level



June 14, 2023

DE: 9.00am CET – EN: 4.00pm CET



July 12, 2023

DE: 9.00am CET – EN: 4.00pm CET

Your Learning Experience

Module Overview

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Module 5 | My Training Plan Key Competencies & Habits

- **Key competencies:** “6 key competencies” and how they influence good/ healthy habits
- **Habits:** How to build new habits/ get rid of bad habits. Using habits to build your own learning routine or to follow up on your goals.
- **Energy:** Where is your energy? How establishing rituals releases energy.
- **Learning goal:** Define the learning habit that boosts you most



September 6, 2023
DE: 9.00am CET – EN: 4.00pm CET

Module 6 | When The Going Gets Tough Self-Compassion & Stress Management

- **Hurdles:** What are your main hurdles that stop you from pursuing your values, goals and development?
- **Self-compassion:** Why self-compassion is more important than self-esteem, and how to train it
- **Stress management:** Distinction from extrinsic needs, how to really get rid of stress
- **Mindset and beliefs:** Mindset, strengths overuse, and reframing
- **Self-management:** Define your own learning framework



September 27, 2023
DE: 9.00am CET – EN: 4.00pm CET

Your Learning Experience

Module Overview

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Module 7 | Looking Back Learning vs. Performance

- **Reflection:** Why reflecting your learning strategies and mindset is key to boost your behavior
- **Learning by:** doing vs. thinking vs. talking
- **Balancing learning targets and performance tasks**

Module 8 | Continuing The Path Wind-Up

- Reflect on the past months in the Year-end reflection
- Elaborate your New Year's learning resolutions and projects
- Program wind-up



October 25, 2023

DE: 9.00am CET – EN: 4.00pm CET



January 17, 2023

DE: 9.00am CET – EN: 4.00pm CET

Schedule

Boost your [Learning] Mindset & Behavior

YOUR Growth
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Live-Meetings

Times DE: 9am CET – EN: 4pm CET

Module 1 Kick-off

May 3

Module 2 Motivation & Key Values

May 17

Module 3 Goal Setting & Focus

June 14

Module 4 Strengths & Emotions

July 12

Module 5 Keystone Habits & Habits

September 6

Module 6 Self-Compassion & Stress Management

September 27

Module 7 Learning vs. Performance

October 25

Module 8 Wind-Up

January 17

Self-Organized Learning

Self-Assessment

April

Facilitated Learning Group

June

Facilitated Learning Group

July

Moderated Learning Group

August

Self-Organized Learning Group

September

Self-Organized Learning Group

October

Facilitated Learning Group

November

Self-Assessment

January & April

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