



UPGROW/

TRAINING *2026* PORTFOLIO



WWW.UPGROW.EU

OUR MISSION

WE ARE PARTNERS ON YOUR DEVELOPMENT JOURNEY.

WE EXPLORE YOUR SPECIFIC NEEDS AND CREATE UNIQUE LEARNING SOLUTIONS FOR YOU AND YOUR TEAM.

OUR GOAL IS TO HELP YOU TO DEVELOP THE SKILLS AND INSPIRE THE MINDSET THAT EMPOWER PEOPLE & GROW BUSINESS.



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WHAT CAN YOU FIND HERE?

We deliver **high-impact training** while approaching **people development** as a connected whole. Alongside team trainings, we design tailored **development programmes**, provide long-term HR and **talent advisory**, and work with individual and team **coaching**.

Where many providers stop at delivery, we go further—using tools such as 360° feedback, engagement surveys, and other **diagnostics** to uncover what truly drives or blocks growth. This integrated approach gives our work depth and, above all, lasting impact.

We can support you with a single training. But we are at our best as a long-term development partner—now also complemented by **digital learning solutions** that extend learning beyond the classroom.

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TRAINING OVERVIEW



Our trainings are built on our own expertise and long-term work with leaders, teams, and organisations — we don't outsource delivery or rely on external trainer networks. Every training is led by an UpGrow consultant who combines subject-matter depth with real facilitation and leadership experience.

While the topics are clearly defined, the delivery is never off-the-shelf. Each training is adapted to the audience, business context, and current challenges of the organisation, and can stand alone or form part of a broader development journey. Methodologically, we work with behavioural insight, real-life cases, and facilitated reflection — focusing on what people actually do at work, not just what they know. The aim is always the same: learning that translates into everyday leadership and team behaviour.



RECRUITMENT



UPGROW

READY TO TAKE YOUR RECRUITMENT TO THE NEXT LEVEL?



Whether you're in the fast lane of agency recruitment or representing a single employer brand, we help you move your hiring impact to the next level. Our recruitment trainers bring hands-on experience from long-term collaboration with top recruitment brands across international markets. That means a rare mix of gold-standard industry know-how and current, real-world recruitment trends—practical, relevant, and immediately applicable.

OUR MOST IN-DEMAND RECRUITMENT TRAININGS

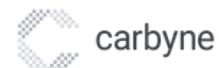
- Behavioral Interviews
- Building Resilient Teams
- Candidate Experience ≠ Loyalty
- Client Management
- Inclusive Recruitment
- Personal and Team Effectiveness
- Proactive Candidate Management
- Project Management for Recruiters
- Recruitment for Non-Recruiters
- Recruitment Team Dynamics
- Securing the Placement
- Winning New Business

OUR EXPERTISE

Our experience is built on long-term partnerships with recruitment agencies across international markets. We work with teams of different sizes and specialisations, helping them improve performance, consistency, and results in fast-moving recruitment environments. Join the brands that trust us:

HAYS

manuvia
GROUP



MichaelPage



BEHAVIORAL INTERVIEWS

- Learn how to design interviews around **competencies**, not gut feeling
- Practice structured questioning using **behavioral (STAR) frameworks**
- Explore how **predictive validity** actually works in hiring decisions
- Build a **consistent evaluation logic** across interviewers
- Apply **evidence-based assessment** to improve hiring accuracy

BUILDING RESILIENT TEAMS

- Learn how stress, pressure, and pace **impact performance cognitively**
- Explore **resilience models** for high-volume recruitment environments
- **Practice techniques** regulating energy, focus, and decision quality
- Build team routines supporting **long-term performance**
- Apply resilience frameworks directly to recruitment reality

CANDIDATE EXPERIENCE = LOYALTY

- Learn why **experience and commitment** follow different psych. drivers
- Explore decision **moments influencing candidate** behaviour
- Practice expectation-setting using **trust** and commitment principles
- Build **candidate communication** grounded in realism
- Apply experience strategies **reducing drop-outs** and renegotiations

CLIENT MANAGEMENT

- Learn how to **manage client expectations** across recruitment models
- Explore **client behaviours** that block successful delivery
- Practice structuring client conversations around **role reality**
- Build credibility through clear **process ownership**
- Apply client frameworks that protect **quality and placements**

INCLUSIVE RECRUITMENT

- Learn **how bias appears** at different recruitment stages
- Explore inclusive hiring through **structured assessment** frameworks
- Practice **objective decision-making** under time pressure
- **Build consistency** between values, criteria, and evaluation
- Apply **inclusive principles** without slowing delivery

PERSONAL AND TEAM EFFECTIVENESS

- Learn how attention, cognitive load, and **priorities affect output**
- Explore **productivity models** adapted to recruitment workflows
- Practice techniques **reducing overload** and decision fatigue
- Build individual and team **effectiveness systems**
- Apply structured **habits for sustainable performance**

PROACTIVE CANDIDATE MANAGEMENT

- Learn how candidate behaviour shifts across **recruitment stages**
- Explore **pipeline risk points** using process frameworks
- Practice **proactive communication** based on commitment signals
- Build **ownership models** for candidate journeys
- Apply structured **follow-up strategies** improving placements

PROJECT MANAGEMENT FOR RECRUITERS

- Learn how recruitment mirrors **project delivery**
- Explore **planning and prioritisation frameworks** for recruiters
- Practice **managing dependencies, timelines, and stakeholders**
- Build **visibility** across multiple open roles
- Apply **project thinking** to reduce firefighting

RECRUITMENT FOR NON-RECRUITERS

- Learn the logic behind professional **hiring decisions**
- Explore **interviewer roles** within structured recruitment processes
- **Practice evaluation** using shared criteria
- Build alignment between **business expectations** and reality
- Apply **recruitment principles** confidently

RECRUITMENT TEAM DYNAMICS

- Learn how **group dynamics** influence work outcomes
- Explore **collaboration patterns** in high-performing recruitment teams
- Practice feedback and **conflict resolution** techniques
- Build trust, accountability, and **psychological safety**
- Apply team frameworks supporting **shared ownership**

SECURING THE PLACEMENT

- Learn why **final-stage decisions** are psychologically unstable
- Explore commitment, risk, and **counteroffer dynamics**
- Practice **closing conversations using** structured alignment techniques
- Build strategies **managing candidate and client hesitation**
- Adopt **hands-on mindset** during the whole recruitment process

WINNING NEW BUSINESS

- Learn practical ways to **generate leads** within daily recruitment work
- Explore where new **business opportunities** realistically come from
- Practice identifying **real vs. perceived client needs**
- Build **questioning techniques** that uncover future hiring demand
- **Build influence** through expertise

TRAINING PRICE LIST

All our recruitment trainings are fully tailored. We design them around your industry, hiring model, and business goals, combining proven recruitment practice with hands-on, real-life application—so learning directly supports your recruitment strategy and results. The pricing reflects scope, format, and level of customization. Below is an indicative price range to help you plan and compare.

RECRUITMENT TRAINING	0,5 DAY max. 4 hours	1 DAY max. 8 hours	2 DAYS max. 15 hours
UNIT PRICE	1.220 EUR	2.035 EUR	3.500 EUR
VOLUME PRICE	1.050 EUR	1.835 EUR	3.300 EUR



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COMMUNICATION AND PRESENTATION



BETTER CONVERSATIONS. BETTER OUTCOMES ACROSS TEAMS, CUSTOMERS, AND LEADERSHIP.

Our communication trainings are built around real interactions, not scripted theory. We combine behavioural psychology, communication frameworks, and practical skill-building to help people communicate clearly, confidently, and with impact. Every programme is tailored to the audience, context, and business reality it will be used in.



OUR MOST IN-DEMAND TRAININGS

- Assertive Communication
- Managing Difficult Conversations
- Exceptional Customer Experience
- How to Speak So People Listen

RECOGNISE THIS?

Conversations escalate faster than expected. Boundaries are unclear. Difficult topics get avoided or handled too emotionally. Customer interactions feel reactive instead of intentional. Presentations are full of expertise, yet the message doesn't fully land. When communication under pressure starts shaping outcomes, this is where we work – building assertiveness, structure, and confident delivery in real situations.

THIS WORKS BEST FOR

This work is especially powerful for teams who know their expertise is strong, but feel the friction in everyday conversations – whether that's unclear boundaries, emotionally charged discussions, demanding customers, or presentations that don't fully reflect their competence. It supports professionals who want to communicate with more calm, structure, and confidence – even when the situation is uncomfortable or high-stakes.



[Learn more...](#)

ASSERTIVE COMMUNICATION

- Learn to communicate clearly without **aggression or passivity**
- Practice setting boundaries and **expressing expectations**
- Explore **assertive responses** in everyday work situations
- **Build confidence** in expressing opinions and needs
- Apply **assertiveness frameworks** across roles and teams

MANAGING DIFFICULT CONVERSATIONS

- Learn **how emotions and pressure affect communication**
- Explore **typical patterns** in difficult workplace conversations
- Practice **structuring challenging discussions** with clarity
- **Build confidence** in addressing tension and resistance
- Apply frameworks that **reduce escalation** and avoidance

EXCEPTIONAL CUSTOMER EXPERIENCE

- Learn how communication shapes **customer perception**
- Explore moments that define **exceptional service** experience
- Practice communication that builds **trust and loyalty**
- Build consistency across **customer journey touchpoints**
- Apply **experience-driven** communication strategies in practice

HOW TO SPEAK SO PEOPLE LISTEN

- Learn how attention works in **spoken and visual communication**
- Explore **structure, storytelling, and message framing**
- Practice **confident verbal delivery** and presence
- **Build presentations** that support, not overload, the message
- Apply techniques that **increase engagement** and recall

TRAINING PRICE LIST

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SALES SKILLS



UPGROW/

**PUSHING LESS. LISTENING BETTER.
WINNING MORE BUSINESS.**

We focus on consultative, value-driven selling grounded in real business situations—combining sales psychology, proven frameworks, and hands-on practice.



EXPLORE OUR SALES AND BUSINESS DEVELOPMENT TRAINING PORTFOLIO

- Consultative Selling
- Leading Client Relationships
- Negotiation & Persuasion
- Strategic Business Development

DOES THIS SOUND FAMILIAR?

Deals move forward — but not always in the right direction. Conversations focus on solutions before real needs are clear. Negotiations become tense around pricing or conditions. Business development depends too much on instinct and too little on structure. When growth feels inconsistent or overly dependent on individual style, this is where commercial clarity and stronger client strategy make the difference.

WHO THIS HELPS MOST

This section works best for commercial teams who want more than short-term wins. It supports consultants, account managers, and sales professionals who are ready to strengthen consultative conversations, handle negotiation pressure with composure, and build long-term client relationships rooted in clarity and trust. When growth should feel intentional — not accidental — this is where we focus.

Every training session is tailored to your industry, sales model, and growth strategy, helping teams build confidence, structure, and commercial impact without relying on scripted techniques.



[Learn more...](#)

CONSULTATIVE SELLING

- Learn to lead sales conversations with **structure**
- Explore questioning frameworks that reveal **real client needs**
- Practice **diagnosing needs** before **pitching solutions**
- Build **credibility through expertise**, not persuasion
- Apply **consultative models** in complex sales situations

LEADING CLIENT RELATIONSHIPS

- Learn **how trust is built** and lost in client relationships
- Explore different **client behavioural and working styles**
- Practice **adapting communication** to different client profiles
- Build **long-term relationships** through clarity and consistency
- Apply techniques for leading **client meetings** with confidence

NEGOTIATION & PERSUASION

- Learn different **negotiation techniques** and when to use them
- Explore common **manipulation tactics** in business negotiations
- Practice defending your position without **escalating conflict**
- **Build confidence** when facing pressure, tricks, or emotional tactics
- Apply **negotiation frameworks** that protect outcomes and relationship

STRATEGIC BUSINESS DEVELOPMENT

- Learn how **business development** works beyond sales activity
- Explore how clients think about **growth, priorities, and investment**
- Practice **analysing client context** from a strategic perspective
- Build **commercial awareness** across relationships and timing
- Apply **business development frameworks** to opportunities

TRAINING PRICE LIST

SALES TRAINING	0,5 DAY max. 4 hours	1 DAY max. 8 hours	2 DAYS max. 15 hours
UNIT PRICE	1.220 EUR	2.035 EUR	3.500 EUR
VOLUME PRICE	1.050 EUR	1.835 EUR	3.300 EUR

TEAM DYNAMICS & WELLBEING



UNDERSTANDING TEAMS BEYOND ORG CHARTS. BECAUSE TEAMS DON'T COME WITH MANUALS

Teams come with habits, emotions, shortcuts, tensions, and unspoken rules – whether we like it or not. Our approach builds on anthropology, behavioural theory, and hands-on team coaching to understand how people actually behave in groups. We take topics that can sound fluffy on paper and turn them into engaging, practical learning grounded in real team dynamics and years of facilitation experience.



MOST IN-DEMAND WELL-BEING TRAININGS

- Inclusive Teams
- Learning & Growth Mindset
- Multigenerational Teams
- Psychological Safety
- Resilience Under Pressure
- Team Dynamics
- Personal Effectiveness
- Wellbeing at Work

WE DON'T SIMULATE TEAM SITUATIONS, WE WORK WITH THE REAL ONES.

Our approach combines live team facilitation, open conversations, and feedback-based coaching, tailored to the specific dynamics and challenges of each team so learning happens where it matters most.

Our team dynamics and wellbeing sessions are always tailored to the situation of each team. Depending on the objective, they may take the form of interactive training, facilitation, or full team coaching.

WHEN THIS HELPS MOST

Team dynamics work is particularly effective in periods of change, growth, or increased pressure. It helps teams address underlying issues before they escalate into performance or engagement problems.

[Learn more...](#)

INCLUSIVE TEAMS

- Learn how inclusion influences **trust, cooperation, and performance**
- Explore different **types of diversity** and their impact on teams
- Practice recognising exclusion patterns and **unconscious bias**
- Build **inclusive habits** in everyday team interactions
- Apply inclusion principles to **real team situations**

LEARNING & GROWTH MINDSET

- Learn **how people learn** and grow differently
- Explore **fixed vs. growth mindset** in individuals and teams
- Practice adapting learning approaches to **different learning styles**
- **Build ownership** for development within teams
- Apply **growth principles** to everyday work and feedback

MULTIGENERATIONAL TEAMS

- Learn how **different generations** are shaped by context and experience
- Explore generational **expectations, values, and working styles**
- Practice **bridging misunderstandings** between generations
- Build **cooperation** across age-diverse teams
- Apply **multigenerational insights** to team leadership and collaboration

PSYCHOLOGICAL SAFETY

- Learn **what psychological safety** is – and what it is not
- **Explore behaviours** that increase or reduce safety in teams
- Practice speaking up and inviting **open dialogue**
- **Build trust** through everyday leadership and team actions
- Apply **safety principles** to feedback and decision-making

RESILIENCE UNDER PRESSURE

- Learn how pressure affects **behaviour and performance**
- Explore individual and team **responses to stress**
- **Practice techniques** to stabilise focus and energy
- **Build resilience** at both individual and team level
- Apply **resilience strategies** in demanding work situations

TEAM DYNAMICS

- Learn **how teams function** beyond roles and structures
- Explore patterns, roles, and **informal rules in teams**
- Practice observing and naming **team dynamics**
- **Build awareness** of what supports or blocks cooperation
- Apply team insights to **improve collaboration** and results

PERSONAL EFFECTIVENESS

- Learn how attention, priorities, and energy **shape performance**
- Explore **personal work habits** and **productivity patterns**
- Practice **managing time**, focus, and workload
- Build sustainable ways of working towards **SMART goals**
- Apply **modern effectiveness tools** to everyday tasks

WELLBEING AT WORK

- Learn how **mental hygiene** influences **long-term performance**
- **Explore signals** of overload and imbalance
- Practice habits that support **recovery and balance**
- Build awareness of **personal wellbeing needs**
- Apply **wellbeing principles** to daily work life

TRAINING PRICE LIST

Team dynamics and wellbeing sessions are always tailored to the team's situation and group size. Sessions involving live facilitation or deeper team work may require extended preparation or multiple facilitators, which can influence pricing.

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PROJECT MANAGEMENT



PROJECTS DON'T FAIL ON TOOLS. THEY FAIL ON PEOPLE AND COMMUNICATION.

Our project management trainings focus on the essentials that move projects forward: clear structure, realistic planning, and effective communication. We combine proven project management frameworks with practical facilitation and behavioural insight, keeping the focus on real project situations rather than theory or certification.



PROJECT MANAGEMENT TRAININGS OVERVIEW

- A-Z of Project Management
- Change Management in Projects
- Facilitating Project Meetings
- Stakeholder Management

WHO THIS IS FOR

These trainings are designed for specialists, experts, and managers who contribute to projects as part of their everyday work. They focus on more effective project thinking – planning better, organising collaboration, and turning project effort into real business progress – without aiming to replace formal project management certifications. All sessions are delivered by trainers with hands-on experience across different types and sizes of projects in various organisations, using real business examples that are always adapted to the specific context and target group.

 [Learn more...](#)

A-Z OF PROJECT MANAGEMENT

- Learn the **core concepts** of project management
- Explore risks, responsibilities, and **project constraints**
- Practice working with the **iron triangle** and basic planning
- Gain better understanding of **Waterfall and Agile approaches**
- Apply **project management fundamentals** to real projects

CHANGE MANAGEMENT IN PROJECTS

- Learn how **change impacts people** and project delivery
- Explore **typical reactions to change** in project environments
- Practice **communicating change** clearly and consistently
- Build confidence in **handling resistance** and uncertainty
- Apply **change management principles** across project phases

FACILITATING PROJECT MEETINGS

- Learn the **role of facilitation** in successful projects
- Explore **core facilitation principles** used in Agile and Scrum
- Practice structuring sprint meetings with **clear goals and outcomes**
- Build confidence in **guiding group discussions** and decisions
- Apply **facilitation techniques** to real project meetings

STAKEHOLDER MANAGEMENT

- Discuss why **stakeholders influence** project success
- Learn **stakeholder analysis** and **mapping techniques**
- Practice **identifying expectations, interests, and influence**
- Gain strategies for managing **alignment and trust**
- Explore different stakeholder management and **project tools**

TRAINING PRICE LIST

PROJECT MANAGEMENT	0,5 DAY max. 4 hours	1 DAY max. 8 hours	2 DAYS max. 15 hours
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MANAGEMENT TRAININGS



LEADERSHIP ISN'T A ROLE. IT'S A SET OF DAILY DECISIONS.

Our management trainings focus on what leaders actually do – how they decide, communicate, set direction, and handle difficult moments. Drawing on behavioural theory, leadership practice, and years of facilitation experience, we turn complex leadership topics into clear, usable learning that supports managers in their real work context.



OUR MANAGEMENT TRAININGS

- Foundations of Leadership
- Giving and Receiving Feedback
- Leadership Self-Awareness
- Leading Teams through Change
- Managing Difficult Situations
- Motivation, Engagement & Meaning
- Performance & Accountability
- Situational Leadership in Practice

HOW MANAGEMENT TRAININGS CREATE IMPACT

Management development rarely works as a one-off. Depending on the topic and objective, these trainings take the form of interactive workshops, facilitated group work, or leadership-focused coaching sessions, and are adapted to the seniority, context, and real challenges of the participants. In many organisations, they become part of longer-term leadership programmes and are often combined with other development tools – such as 360° feedback or individual coaching – to support lasting behaviour change and real impact.



[Learn more...](#)

FOUNDATIONS OF LEADERSHIP

- Learn what the **leadership role** truly involves beyond expertise
- Explore expectations, responsibilities, and **common leadership traps**
- Practice shifting from specialist to **leader mindset**
- Build clarity around authority, responsibility, and influence
- Apply leadership principles to **everyday people management**

GIVING AND RECEIVING FEEDBACK

- Learn what makes **feedback effective** — and why it often fails
- Explore the **SBI framework** and how to use it well
- **Practice** giving clear, factual, and timely feedback
- Build confidence in handling **difficult feedback situations**
- Apply active listening skills when **receiving feedback**

LEADERSHIP SELF-AWARENESS

- Learn how **leadership behaviour** influences others
- Explore **personal leadership style**, strengths, and blind spots
- Practice **reflecting on impact** rather than intention
- Build awareness of **habitual leadership patterns**
- **Apply self-awareness** to everyday leadership decisions

LEADING TEAMS THROUGH CHANGE

- Learn **how change affects people** and team dynamics
- Explore typical **reactions to change** and uncertainty
- Practice **communicating change** clearly and credibly
- Build confidence in **leading teams during transitions**
- Apply **change leadership** principles in real situations

MANAGING DIFFICULT SITUATIONS

- Learn how to **structure difficult leadership** conversations
- Explore typical conflict patterns and **escalation triggers**
- Practice using **conversation frameworks** for tense situations
- Build confidence in **handling emotions and conflict**
- Apply **assertiveness techniques** without taking reactions personally

MOTIVATION & ENGAGEMENT

- Learn how **motivation and engagement** really work
- Explore the **E3 concept** and what shapes **employee loyalty**
- Practice recognising what leaders can and cannot **influence**
- Strengthen engagement through **everyday leadership behaviour**
- **Shape a company culture** of engagement and empowerment

PERFORMANCE & ACCOUNTABILITY

- Clarify the leader's role in setting and **leading performance**
- Understand the difference between **goals, targets, and KPIs**
- Explore **SMART goals** and realistic **prioritisation**
- Practice **delegating** responsibility and ownership
- Build confidence in **addressing underperformance** early

SITUATIONAL LEADERSHIP IN PRACTICE

- Understand the core principles of **situational leadership**
- Explore the **skill-will matrix** and development levels
- Practice **choosing leadership styles** based on real situations
- **Build flexibility** in delegation, support, and decision-making
- Adapt **leadership behaviour** to individual needs and team maturity

TRAINING PRICE LIST

TEAM DYNAMICS	0,5 DAY max. 4 hours	1 DAY max. 8 hours	2 DAYS max. 15 hours
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HOW TO CHOOSE WHAT FITS YOUR TEAM BEST



Every team is different – in experience, challenges, and what it needs most right now. Choosing the right development topic isn't about fixing problems, but about finding the best next step that will help the team grow, work better together, and deliver stronger results. The questions below are designed to help you reflect on your team's current reality, priorities, and future direction – and to identify which type of training or development support will have the greatest impact.

LOOK BEYOND THE TITLE

Training titles can be misleading. "Communication", "Leadership", or "Sales" often describe symptoms, not root causes. Before deciding, it helps to look at what behaviour actually needs to shift – is it clarity, accountability, negotiation maturity, decision-making under pressure? Sometimes the right solution sits in a different category than expected.

QUESTIONS TO GUIDE YOUR CHOICE

- Which behaviours or skills most affect your team's results today?
- Which situations does the team find most challenging?
- How much autonomy and responsibility does the team show?
- How open and regular is feedback in everyday work?
- Which values or competencies matter most for the future?
- How would you describe current team dynamics?
- What changes or challenges are coming next for the team?
- Where do differences in working styles or generations create friction?
- What past development worked well – and what didn't?
- What should be different after the training?

NEED A STRUCTURED APPROACH?

When choosing feels complex, we can run a structured learning needs analysis to map real capability gaps against business expectations. We're happy to work with your existing competency model – or build one together if needed – so development investments are precise and future-ready.

TAILOR-MADE TRAININGS



BUILT AROUND YOUR REALITY. NOT A FIXED AGENDA.

Sometimes the right solution isn't a standard training — it's something designed specifically around your people, challenges, and goals. We create tailor-made trainings fully adapted to your context, whether that means fine-tuning an existing topic, combining several areas, or designing something entirely new. We can support you with learning needs analysis, help choose the most effective methodology, and even design programmes or materials your internal teams can deliver themselves. Scope, format, and depth are always adjusted to your expectations, timeline, and budget.

IF YOU ALREADY KNOW WHAT NEEDS TO CHANGE, WE HELP YOU DESIGN THE FASTEST PATH THERE. IF YOU'RE STILL EXPLORING THE RIGHT FOCUS, WE'LL FIGURE IT OUT TOGETHER.

DEVELOPMENT PROGRAMMES



WHEN DEVELOPMENT NEEDS TO LAST LONGER THAN A WORKSHOP.

Development programmes are designed as long-term learning journeys that support real behavioural change over time. Often delivered as leadership academies or structured programmes, they combine multiple learning modules with reflection, application, and follow-up. While still tailored to the organisation's context and strategy, these programmes focus on progression, consistency, and sustainable impact — helping leaders and teams grow together, not just acquire isolated skills.

Development programmes are designed for organisations that want more than isolated training interventions. They provide structure, continuity, and space for leaders and teams to reflect, practise, and apply new behaviours over time.



LEADERSHIP ACADEMY

A PRACTICAL EXAMPLE OF A LONG-TERM LEADERSHIP PROGRAMME DESIGNED FOR REAL IMPACT, NOT JUST ATTENDANCE.

This academy is designed for experienced leaders who want to strengthen their leadership impact in a complex, fast-changing environment. It focuses on authentic leadership, sound judgement, strategic thinking, and the ability to lead people, teams, and culture with confidence, clarity, and long-term perspective.

SIX CORE LEADERSHIP MODULES

- 01 INSPIRATIONAL LEADERSHIP** Engaged and confident teams, the pillars of authentic leadership, and the role of company values in both strategic and day-to-day leadership decisions.
- 02 PERSUASIVE COMMUNICATION** Building trust, understanding key stakeholders and their needs, mastering persuasive communication, and leading challenging conversations and conflict.
- 03 RESILIENT TEAMS** Emotional intelligence, personal and team wellbeing, building psychological resilience, and managing stress in demanding situations.
- 04 LEADERSHIP JUDGEMENT** Risk awareness, effective problem-solving, different decision-making styles, and strengthening managerial judgement.
- 05 STRATEGIC LEADERSHIP** Team vision and mission, aligning team and individual goals, and leading people through change.
- 06 FUTURE-READY LEADERSHIP** Inclusive and multigenerational leadership, working with team potential, and coaching as a leadership style.



[Learn more...](#)

HOW WE WORK WITH DEVELOPMENT PROGRAMMES

Development programmes work best when they are not only well designed, but also well led. Beyond the content itself, the way a programme is facilitated, guided, and followed up plays a critical role in building trust, engagement, and real behavioural change.

PROGRAMME LEADERSHIP & FACILITATION

Depending on the programme objectives and group dynamics, we intentionally choose how the programme is led. In some cases, one lead trainer accompanies the group throughout the entire programme, building trust, continuity, and deep understanding of the participants and their context. In other cases, we combine continuity with expertise – keeping a lead facilitator while inviting subject-matter experts for specific topics where deeper specialisation brings added value.

PRICING APPROACH

Programme pricing always reflects the level of tailoring, the number of facilitators involved, and practical factors such as travel. Many clients also run the same programme with multiple groups, in which case volume-based pricing can be applied.

DEVELOPMENT PROGRAMMES	SERVICE	MODULE PRICE	PROGRAMME PRICE
LEADERSHIP ACADEMY	6x 0,5 day training moduels	1.200 EUR	7.200 EUR

ADDITIONAL OUTPUTS & INSIGHTS

As part of longer-term programmes and academies, clients often receive structured qualitative feedback based on trainer observations and participant engagement. This may include insights on leadership behaviours, team dynamics, learning barriers, or emerging strengths, which can serve as valuable input for HR, leadership, or follow-up development activities.



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DIAGNOSTIC TOOLS



FROM INTUITION TO INFORMED PEOPLE DECISIONS

We believe good people decisions should be based on more than intuition and good conversation. Our diagnostic work combines data, behavioural insight, and expert interpretation to support strategic decisions around hiring, development, promotion, succession, or exit.

Our approach is rooted in anthropology, behavioural science, and psychology, and supported by modern diagnostic tools – from behavioural diagnostics and 360° feedback to engagement surveys and learning style assessments. We don't deliver numbers without context: we help clients understand what the data really means, how it connects to behaviour and culture, and how to translate insight into responsible, well-informed people decisions that can be used as a foundation for further development.



EMPLOYEE ENGAGEMENT SURVEY



FROM EMPLOYEE EXPERIENCE TO ACTIONABLE INSIGHT

Employee Engagement Survey (EES) is a scalable, data-driven diagnostic tool that measures the employee experience in the areas that most strongly influence engagement, performance, and ownership across the organisation. It provides a reliable foundation for targeted development actions, leadership decisions, and culture change – not just a snapshot of satisfaction. Our EES is built on the E³ – Employee Excellence model, which connects engagement with the conditions people need to perform and take responsibility.



WHY IT WORKS?

- Helps leaders better understand employee needs
- Reveals barriers to performance and motivation
- Strengthens trust and open communication
- Provides a solid basis for leadership action
- Inspire culture change

WHAT WE MEASURE (E³ MODEL)

- **Engagement:** Motivation, sense of belonging
- **Enablement:** Goals, expectations, tools, processes, collaboration
- **Empowerment:** Ownership, job clarity, growth, trust, career development

WHAT YOU RECEIVE

- Clear final report for leadership
- Segmented results by teams and levels
- Practical recommendations
- Option to follow up with leadership workshops

PRACTICAL OVERVIEW

- **Target group:** all employees
- **Format:** online survey
- **Length:** approx. 15 minutes
- **Scope:** up to 150 questions

Pricing depends on organisation size and scope, starting from 3.400 EUR, including preparation, analysis, and reporting.



CONTACT US: INFO@UPGROW.EU
WEBSITE: WWW.UPGROW.EU

360° FEEDBACK



A STRUCTURED FEEDBACK TOOL FOR INCREASING SELF-AWARENESS AND SUPPORTING LEADERSHIP DEVELOPMENT.

Numbers alone never tell the full story. 360° Feedback creates space for meaningful self-reflection by combining self-assessment with anonymous feedback from those who work most closely with the individual. When done well, it helps leaders understand not just what they do – but how their behaviour impacts others.

Our role is to help organisations design and run 360° Feedback processes that are safe, meaningful, and development-focused – strengthening accountability, trust, and engagement rather than fear or comparison.



WHAT 360° FEEDBACK BRINGS?

- clearer insight into leadership behaviour and blind spots
- stronger ownership for impact on others
- higher engagement through transparent, trust-based feedback
- prevention of unnecessary conflict
- a shared language for leadership expectations and values

WHY 360° FEEDBACK MATTERS

When used thoughtfully, 360° feedback creates a shared language around leadership behaviour and expectations. It supports more focused development conversations and helps leaders take ownership of their growth.

360° feedback is often used as a starting point for coaching, leadership programmes, or targeted development actions.

[Learn more...](#)

HOW THE PROCESS WORKS?

- **Competency framework:** Working with your existing model or helping you define key competencies that reflect your values and strategy
- **Custom 360° questionnaire:** Tailor-made questions focused on observable behaviour (typically 3–5 core competencies)
- **Secure data collection:** Online, anonymous, and accessible from anywhere
- **Analysis & individual reports:** Clear, structured outputs for the individual and their manager
- **Individual debrief:** A professionally guided interpretation session focused on insight, responsibility, and next steps

OUR ROLE – AND YOUR OWNERSHIP

We don't "run" feedback for you. We design, guide, and interpret the process so that your organisation can use it confidently and responsibly. The real value happens not in the data – but in how insights are understood, discussed, and translated into development. 360° Feedback is often combined with leadership training, individual coaching, or development programmes to ensure long-term impact.

PRICING APPROACH

The scope and pricing of 360° feedback projects depend on the level of tailoring, questionnaire design, target groups involved, and the depth of interpretation and follow-up support. Each project is designed to reflect the organisation's context, leadership model, and development objectives, ensuring the feedback process is meaningful, relevant, and usable in practice.

360° FB	DESIGN AND COLLECTION	ANALYTICS, REPORTS AND DEBRIEF	TOTAL PRICE
Example (5 managers)	1.500 EURO	3.100 EURO	4.600 EURO



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BEHAVIOURAL DIAGNOSTICS



REAL INSIGHT INTO WORKPLACE BEHAVIOUR

Behavioural diagnostics help uncover how people naturally act, communicate, and collaborate in real work situations. Instead of focusing on personality traits or labels, this approach reveals behavioural preferences – what people do under pressure, how they make decisions, and how they interact with others. Clear behavioural profiles allow organisations to target development more precisely, improve team collaboration, and align leadership expectations with reality – not assumptions.



WHAT THIS HELPS YOU SEE

- Natural behavioural patterns in real work situations
- Decision-making logic and pressure responses
- Communication tendencies and influencing skills
- Strengths to leverage and development areas to refine

WHY IT WORKS

- **Practical outputs, not abstract psychology:** Results are easy to understand and grounded in real work situations
- **Patterns beneath the surface:** The diagnostics reveal why some people naturally take the lead, others focus on detail, and others push strongly for results.
- **Better team understanding and harmony:** Helps teams understand where styles complement each other – and where friction may arise.
- **Strong foundation for leadership and recruitment:** Supports targeted development, better leadership decisions, and more informed hiring.

[Learn more...](#)

WHEN IT MAKES THE DIFFERENCE

Behavioural diagnostics are especially powerful when performance looks strong on the surface but friction appears in collaboration, leadership style, or stakeholder relationships. They help make implicit patterns visible – so development conversations become concrete, not personal.

HOW THE PROCESS WORKS

- We start by defining the competencies or work situations that matter most for the role or team. Based on this, we adapt the diagnostic tool to map preferred behaviour, not personality.
- Participants complete the assessment online, after which we analyse behavioural patterns and compare them with role expectations.
- The output is a clear, practical report with development recommendations, which we interpret together with the participant – and, where appropriate, their manager – whether the goal is development, career decisions, or recruitment support.

OUR ROLE – AND YOUR OWNERSHIP

We don't use diagnostics as labels or final answers. We design, interpret, and contextualise behavioural data so it becomes a meaningful input for decision-making, development, and leadership conversations. Behavioural diagnostics are most effective when combined with training, coaching, or development programmes – not used in isolation.

PRACTICAL OVERVIEW

- Format: online diagnostic
- Focus: behaviour in work situations (not personality)
- Standard diagnostic: from 7,500 CZK per person
- Custom-designed diagnostics: 15,000–35,000 CZK per questionnaire
- Scope and design are always adjusted to the client's competency framework and objectives.



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LEARNING STYLES DIAGNOSTICS



UNDERSTANDING HOW PEOPLE LEARN. AND HOW TO DEVELOP THEM EFFECTIVELY.

Learning Styles Diagnostics help organisations understand how people naturally absorb, process, and apply new information.



Instead of assuming that the same learning approach works for everyone, this diagnostic reveals individual learning preferences – and shows how learning design, communication, and development activities can be adjusted to maximise impact. The result is not a label, but a practical insight into how individuals, teams, and organisations learn best.

WHY IT MATTERS

- Learning initiatives often fail because the format doesn't fit the audience
- Teams learn and process information differently, and need different conditions to grow
- Understanding learning styles increases engagement and real application
- Leaders who understand learning preferences develop people faster and more effectively
- Learning Styles Diagnostics create a shared language around learning – without simplifying people into boxes

OUR ROLE – AND YOUR OWNERSHIP

We design, interpret, and contextualise Learning Styles Diagnostics so they support real development – not theory for theory's sake. The insight belongs to you and your teams, and can be used independently or integrated into broader training, leadership academies, or development programmes.

We don't treat learning styles as fixed categories. We help organisations translate insight into better learning design and development decisions.

[Learn more...](#)

WHAT WE MEASURE

Our typology is inspired by experiential learning theory (David Kolb) and behavioural preference diagnostics, and distinguishes four dominant learning styles, based on how individuals: take in new information, process experience and reflection, move between theory and practice, engage socially and emotionally in learning.

THE DIAGNOSTIC HIGHLIGHTS PREFERENCES, NOT ABILITIES – AND SHOWS HOW DIFFERENT STYLES COMPLEMENT EACH OTHER WITHIN TEAMS.

HOW THE PROCESS WORKS

- Participants complete a short online diagnostic that maps their preferred learning style. Results are presented in a clear, practical report describing:
- the individual's dominant learning preferences
- strengths and blind spots in learning situations
- optimal learning conditions and formats
- implications for training, development, and collaboration
- Results are always interpreted in context – individually, in teams, or as input for learning design.



HOW ORGANISATIONS USE IT

- as an input for designing effective training and development programmes
- as a support for leadership development and people management
- as a tool for team development and collaboration

PRACTICAL OVERVIEW

- Format: online diagnostic
- Duration: approx. 10 minutes
- Focus: learning preferences and cognitive processing
- Output: individual report + optional interpretation
- Use: individual, team, or organisational level



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TALENT CONSULTING



FROM HR IDEAS TO REAL IMPACT.

HR and talent initiatives only work when they are grounded in reality and driven through to results. We help organisations turn HR strategy, processes, and change initiatives into practical solutions that move both people and the business forward.

We work as partners, not distant advisors. We think with you, co-create solutions, challenge assumptions, and stay involved as things evolve – whether that means leading a specific project, supporting change implementation, or strengthening your internal HR team to drive impact on their own.

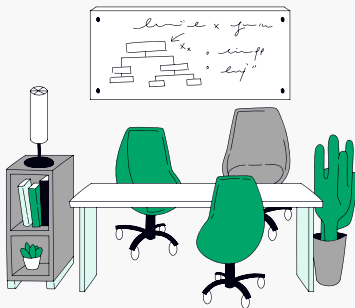


RECRUITMENT ADVISORY



OUR WORK COMBINES DECADES OF EXPERIENCE IN THE RECRUITMENT BUSINESS, DEEP KNOWLEDGE OF THE LABOUR MARKET, AND A STRONG UNDERSTANDING OF ORGANISATIONAL DYNAMICS.

Some recruitment decisions are simply too critical to be treated as standard hiring. Executive roles, scarce expertise, confidential replacements, or newly created strategic positions require more than CVs. We step in when organisations need expert support around recruitment decisions. We help clients define what they are truly looking for, choose the right talent acquisition strategy, and create selection processes that protect quality, confidentiality, and long-term fit.



WE TYPICALLY SUPPORT CLIENTS WITH

- support in defining the ideal profile
- assess local market availability
- high-quality, confidential recruitment processes
- assessment centres focused on real behaviours
- connect clients with trusted, specialised headhunters from our network

Clients typically engage us for executive or sensitive hires, critical expert roles, or new strategic positions where benchmarks are unclear and intuition alone feels risky. In these situations, we bring clarity, structure, and independent perspective — helping organisations make confident, responsible hiring decisions with long-term impact.

RECRUITMENT PROCESSES DESIGNED BY US MIGHT CONSIST OF

- competency-based interviews
- behavioural diagnostics and simulations
- hard-skills and practical knowledge testing
- assessment centres of all scales

PERFORMANCE MANAGEMENT



HELPING YOU DESIGN A PERFORMANCE MANAGEMENT SYSTEM THAT DRIVES OWNERSHIP, ENGAGEMENT, AND RESULTS

Performance Management is not a template to roll out or a process to outsource. When done well, it's a system you own — aligned with your strategy, culture, and the way your managers actually lead. Our role is to help you design and shape a Performance Management approach that is clear, realistic, and sustainable in everyday practice.

WHERE CLIENTS USUALLY GET STUCK

- Systems that are too complex
- Goals that don't translate strategy into daily behaviour
- Feedback that happens too rarely or too late
- Managers who lack confidence in leading performance



DESIGNING PERFORMANCE THAT WORKS IN PRACTICE

We work as partners, supporting you in designing and refining your own Performance Management framework. This typically includes clarifying core principles, shaping goal-setting logic, supporting managers with the right tools and methodology, and piloting the approach in real conditions. The outcome is a PM system tailored to your organisation — with clear goals, better performance conversations, strong ownership and engagement.

HOW WE SUPPORT PERFORMANCE MANAGEMENT DESIGN

- Clarifying performance principles and leadership expectations
- Designing goal-setting logic (goals, targets, KPIs, priorities)
- Building performance conversations managers can actually lead
- Defining roles & responsibilities (leader, employee, HR)
- Piloting and adjusting the system in real conditions

PRICING APPROACH

Performance Management projects are flexible by design. Depending on your needs, we may work on the full system or focus only on selected parts. The table below shows an indicative overview of services that can be combined or delivered separately, with final scope and pricing defined based on what makes sense for your situation.

TYPE OF WORK	TYPICALLY INCLUDES	INDICATIVE PRICE
CONSULTING & PROJECT SUPPORT	Scope definition, PM vision, stakeholder alignment, calibration workshops, pilot support, evaluation, adjustments, BAU handover	1.000–2.000 EUR / day
DESIGN & MATERIALS	PM framework design, goal-setting logic, competency alignment, templates & review forms, manager / employee guidelines, training materials	3.500–9.000 EUR / package
TRAINING & ENABLEMENT	HR / leadership training, management training, pilot sessions, performance & accountability workshops	1.220 EUR (0.5 day) 2.035 EUR (1 day)
ROLLOUT & COMMUNICATION SUPPORT	Communication strategy, communication materials, team meetings support, reference guides, FAQs, support infrastructure	2.000–5.000 EUR / phase

Performance Management looks different in every organisation. If you're unsure where to start or what would bring the most value right now, we're happy to talk it through together.



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WORKPLACE INTEGRITY & PSYCHOLOGICAL SAFETY



SAFETY IS NOT JUST A POLICY. IT'S A DAILY LEADERSHIP RESPONSIBILITY.

Some organisational challenges don't show up in dashboards or reports – but they quietly damage trust, performance, and wellbeing. Tensions in teams, inappropriate behaviour, unspoken power dynamics, or early signs of mobbing or harassment often remain hidden until they escalate.

We step in when organisations need external perspective, discretion, and structure to understand what is really happening and decide how to act responsibly.



WHAT THIS SUPPORT TYPICALLY ADDRESSES

- early signs of inappropriate behaviour, harassment, or mobbing
- unspoken power dynamics, fear of speaking up, or loss of trust
- tensions within teams or between leaders
- unclear boundaries around acceptable behaviour

DEPENDING ON YOUR CONTEXT, THE SOLUTION MAY INCLUDE A COMBINATION OF

- Anonymous diagnostics or pulse surveys to identify patterns and risks
- Facilitated stakeholder sessions to surface reality and enable safe dialogue
- Leadership training on prevention, boundaries, and difficult conversations
- Targeted coaching to help navigating sensitive situations
- Follow-up actions and recommendations to support sustainable change

We don't apply ready-made solutions. Our role is to help organisations understand what is really happening, assess risk, and design the right level of response.



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OUTPLACEMENT



UPGROW/

OUTPLACEMENT DONE WELL PROTECTS MORE THAN PEOPLE – IT PROTECTS TRUST.

Outplacement is a structured career transition service that helps departing employees secure their next role while supporting organisations through change. It protects employer brand, reduces uncertainty, and ensures exits are handled with professionalism and care.



WHY OUTPLACEMENT MATTERS

A responsible exit reduces negative impact while protecting trust, culture, and employer brand.

- **For people:** clarity, confidence, and higher chances of securing the next role
- **For the organisation:** stability, credibility, and reduced reputational risk

HOW THE OUTPLACEMENT SUPPORT WORKS?

- **Exit interview:** a structured, safe space to reflect, close the chapter, and provide feedback
- **CV consultation & market orientation:** hands-on support to create market-ready CVs aligned with current hiring trends
- **Career & transition coaching:** support through change, confidence-building, and decision-making
- **Headhunter connection:** introduction to a recruiter within the relevant industry to support active job search

WHAT MAKES OUR APPROACH DIFFERENT

We combine psychological support with real labour-market insight. Outplacement is not generic career advice – it is grounded in current recruitment practice, employer expectations, and active market dynamics.

Learn more... →

GOOD EXITS ARE PART OF GOOD LEADERSHIP.

All outplacement support is delivered on an individual basis and grounded in current labour-market realities. The focus is on practical, market-ready transitions that work for both departing employees and the organisation.

HOW ORGANISATIONS TYPICALLY STRUCTURE OUTPLACEMENT

Outplacement can be structured individually or as part of a broader organisational transition. Some clients use it selectively for key roles or sensitive exits, while others integrate it as a standard component of restructuring processes to ensure consistency and fairness. The level of support may vary depending on seniority, career stage, and market complexity – from focused CV and market guidance to deeper transition coaching and leadership-level support.

OUTPLACEMENT PRICING

OUTPLACEMENT SERVICES		1 – 10 people	11 and more people
STANDARD PACKAGE	CV consultation (60 minutes) Headhunter connection	310 EUR 7500 CZK	270 EUR 6500 CZK
EXECUTIVE PACKAGE	Exit interview, CV consultation & market orientation, Career & transition coaching, Headhunter connection	620 EUR 15000 CZK	515 EUR 12500 CZK

Outplacement support is tailored based on scope, seniority, and level of support required. Pricing can be structured per individual or as a broader outplacement package combining employee and leadership support. We will help you choose a solution that fits your situation and budget.



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INTERIM SOLUTIONS



FLEXIBLE L&D AND PEOPLE DEVELOPMENT SUPPORT

Sometimes organisations don't need another training – they need experienced capacity inside the system. Interim Solutions are designed for situations where hiring an internal L&D specialist, trainer, or people development expert doesn't make sense, but the need for high-quality support is very real.

We step in as a temporary, integrated partner, working closely with HR, leaders, and teams to design, deliver, and sustain development initiatives – without the long-term commitment of a full-time role.



WHEN INTERIM SOLUTIONS MAKE SENSE

- L&D or people development capacity is missing or overloaded
- Hiring an internal trainer or L&D specialist is not realistic or timely
- Development initiatives require external expertise and speed
- The organisation needs continuity, not one-off workshops
- HR teams need hands-on support, not external delivery alone

WHAT THIS TYPE OF SUPPORT LOOKS LIKE

- designing and coordinating development programmes
- delivering trainings and workshops as part of a broader plan
- supporting managers and HR with development initiatives
- aligning learning with business priorities and ongoing projects
- bringing external perspective and best practices from other organisations
- working as part of your ecosystem – not as an external add-on

Learn more...



HOW WE WORK

- Flexible engagement — project-based or time-based
- Integration with your team and tools
- Clear scope and priorities
- Continuous collaboration and adjustment
- Interim support can run for a few months or longer, depending on what the organisation needs at a given stage

PRICING LOGIC

Interim Solutions are delivered as a monthly retainer that covers all agreed activities within a defined time allocation. This is dedicated capacity reserved for your organisation, which can be planned on specific days or times, on-site or off-site, depending on your needs. Engagements typically start from 3 months and can run up to 12 months or longer. Compared to hiring an internal resource, interim retainers offer greater flexibility and lower overall cost, without long-term employment commitments.

MONTHLY CAPACITY	POSITIONING	PRICE / MONTH
30 hours / month	Light, targeted interim support	1,300–1,500 EUR
60 hours / month	Stable ongoing support	2,300–2,600 EUR
90 hours / month	Strong internal presence	3,200–3,600 EUR
120 hours / month	Embedded interim role	4,100–4,600 EUR
150 hours / month	Near full-time interim support	5,000–5,600 EUR

LET'S TALK ABOUT YOUR CONTEXT

Every Interim Solution looks slightly different. If you're considering this type of support, a short conversation is usually the easiest way to clarify whether it's the right fit — and what level of involvement would make sense for your organisation.



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INDIVIDUAL COACHING



CONVERSATIONS THAT INSPIRE REAL CHANGE.

Coaching is one of the most effective ways to support individual growth, resilience, and leadership maturity – when it’s done well and in the right context. At UpGrow, we work with organisations that see coaching not as a one-off benefit, but as a long-term investment in people, performance, and sustainable wellbeing.

Our corporate coaching supports employees and leaders in navigating complexity, pressure, and change. It creates a safe space for reflection, clarity, and honest exploration – while always staying grounded in real work situations and everyday leadership reality.



OUR COACHING APPROACH

We build every coaching relationship on trust, respect, and professional standards, always allowing clients to choose a coach they feel comfortable with. Coaching is never treated as a one-size-fits-all solution – each process is tailored to the individual's role, challenges, and organisational context, with a clear focus on practical impact and lasting behaviour change.

WHY COACHING WORKS

- Strengthens self-awareness and leadership maturity
- Increases personal effectiveness and prioritisation
- Improves communication and collaboration
- Builds resilience and stress management skills
- Supports engagement, and work-life balance
- Enhances long-term performance and retention



COACHING PRICE LIST

COACHEES	SESSIONS	UNIT PRICE	TOTAL PRICE
1 employee	5 sess.	2.500 CZK / 110 EURO	12.500 CZK / 55 EURO
	10 sess.	2.000 CZK / 85 EURO	20.000 CZK / 830 EURO
5 employees	5 sess.	2.000 CZK / 85 EURO	50.000 CZK / 2100 EURO
	10 sess.	1.700 CZK / 75 EURO	85.000 CZK / 3500 EURO
10 employees	5 sess.	1.700 CZK / 75 EURO	85.000 CZK / 3500 EURO
	10 sess.	1.250 CZK / 55 EURO	125.000 CZK / 5150 EURO

Coaching typically takes place in 60-minute sessions, in person, online, or in hybrid format – including our Walk&Grow coaching outdoors.



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DIGITAL LEARNING



EXTENDING LEARNING BEYOND THE WORKSHOP

Live workshops, facilitation, and coaching create strong learning moments – but real development happens between them. In busy work environments, attention is limited, priorities shift, and learning easily fades into the background. Blended approach helps keep development alive by offering short, relevant touchpoints that reconnect people with key ideas, behaviours, and reflection at the right time.

We design different digital micro-learning solutions to support engagement, continuity, and application, not to replace human interaction. It's a way to stay present in people's everyday work without overwhelming them.

BECAUSE LEARNING IS MOST POWERFUL WHEN IT BECOMES PART OF EVERYDAY



DIGITAL LEARNING



SMALL LEARNING TOUCHPOINTS. LASTING BEHAVIOURAL IMPACT.

Our digital learning assets are short, focused, and designed to fit naturally into workdays. We work with formats such as short videos, audio learning, guided reflections, and practical follow-up exercises. Content is always linked to a specific purpose – reinforcing a concept, preparing for a session, or supporting real-life application. Rather than building large e-learning courses, we focus on micro-learning: small pieces that are easy to consume, revisit, and apply.

OUR DIGITAL LEARNING ASSETS THAT FIT NATURALLY INTO EVERYDAY WORK

MICRO-LEARNING VIDEOS

Short, topic-focused videos that explain key concepts, frameworks, or behaviours.

AUDIO LEARNING

Easy-to-consume audio formats designed for reflection, inspiration, and deeper thinking.

DIGITAL EXERCISES & REFLECTION PROMPTS

Guided questions and tasks that help learners reflect and translate insight into action.

FOLLOW-UP LEARNING

Targeted content that reinforces key messages and keeps development alive over time.

STANDALONE LEARNING LIBRARIES

Curated collections of micro-content focused on specific topics, roles, or challenges.

WHY THAT WORKS

Short, accessible learning fits how people learn today – anytime, anywhere. Micro-learning is also a cost-effective way to scale development and enrich internal LMS or learning libraries without heavy investment.



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MEET OUR CLIENTS



TEAMS THAT GROW WITH US

We collaborate with organisations that choose to invest in leadership, growth, and healthy culture in a thoughtful and practical way. From fast scaling companies to established international organisations, we feel most at home in demanding environments where development is expected to deliver real value. Our clients operate across markets and countries, often leading diverse international teams. We work closely with HR professionals, founders, and senior leaders, supporting them both locally in European cities and remotely across borders, always bringing hands on expertise together with an external perspective.

Take a look at the organisations that have chosen to work with us and what they say about the experience. If this feels like the kind of partnership you are looking for, we would be glad to welcome you among them.



TESTIMONIALS



We work with UpGrow on developing the soft skills of our consultants. They respond to our needs with great flexibility and are open partners when discussing specific learning requirements. Over the course of our collaboration, dozens of consultants have completed their trainings and consistently rate them very positively.

Talent Development Manager, Consulting



I truly value the authentic, no-nonsense approach. Zero bullshit, with a sharp focus on skills we can actually use and develop right away. The practical advice—both in content and in format—delivered immediate results. Real quick wins instead of polished theory disconnected from real challenges happening in real time.

CEO, Czech Technology Holding



One of the highest-quality professionals I have ever worked with. Able to quickly build trust and transfer know-how in a clear and effective way. Strong drive for results, a pragmatic and solution-oriented approach, and very high standards for the quality of work delivered. Can be recommended with full confidence.

Talent Development Director, Recruitment Company



Given the challenging situation our company was facing, building trust took time. UpGrow approached the work with professionalism, discretion, and strong analytical thinking. The combination of leadership team work and individual coaching helped clarify key development areas and strengthen confidence.

Legal Executive, Law Firm



The training was excellent—well-paced, highly practical, and genuinely engaging. The facilitator created a great, energetic atmosphere, and I'm leaving with concrete tips I can apply immediately in my day-to-day work. Thank you.

Training Participant, E-commerce Company

OUR CLIENTS

NOTINO



MEET THE TEAM



THE PEOPLE BEHIND THE GROWTH JOURNEY

We are a team of experienced professionals focused on purposeful, impact-driven people development. With strong business backgrounds, we work across leadership, learning, coaching, consulting, and interim support, building long-term partnerships with continuity for our clients. Unlike traditional training agencies, we stay personally involved throughout each collaboration.

With international experience and a strong professional network, we deliver our services across the Czech Republic, Hungary, and Spain in multiple languages. Flexibility, wellbeing, and sustainable ways of working are principles we genuinely live by, not just topics we teach.



HOW WE WORK

01

NEEDS ANALYSIS

We take the time to truly get to know each other. We care about what you really need and build relationships based on mutual trust.

02

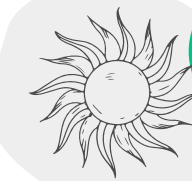
TAILOR-MADE DESIGN

We tailor every development solution to fit your needs. From the first creative idea to the implementation of concrete service, we find methods and formats that best align with your company culture, values, and teams.

03

INSPIRED DELIVERY

We love what we do. We're constantly exploring new tools to help you develop your strengths and achieve your professional goals. We strive to find the perfect balance between learning and fun, making every session enjoyable for you too.



04

GROWTH IMPACT

We believe that people can and want to continuously improve. We focus on creating long-term impact through our development activities, striving to deliver real results and meaningful change.



05

REAL PARTNERSHIP

We value strong, long-term relationships. Our goal is to be your partner, not just a supplier.



WHO WE ARE

Tereza Maisnerová | Founder a People Development Partner



Tereza is the founder of UpGrow with over 15 years of international experience in HR and talent development. She combines a strong business background with deep insight into human behaviour. She specialises in leadership development, learning strategy, and the facilitation of team dynamics in complex or changing environments.

Talent Strategy

Leadership Development

Inclusive Culture

David Dvořák | People Development Partner



David focuses on hands-on management and soft skills trainings, using a wide range of facilitation tools rooted in team coaching. His work centres on leadership, team collaboration, and building effective client relationships. He brings a strong business background in HR and recruitment, with experience in interim solutions for clients and working with fast-growing, dynamic teams.

Management Skills

Team Collaboration

Interim Solutions

Krisztina Vizkeleti- Húnfalvi | People Development Consultant



Krisztina focuses on interactive team trainings with a strong emphasis on effective communication and team productivity. She brings solid business experience from client-facing roles and is highly skilled at creating an engaging, high-quality training experience. Her energy is contagious, and participants leave her trainings inspired, with clear and practical tools they can use immediately.

Soft skills

Effective Communication

Team Productivity

Petra Molnár-Kelemen | People Development Consultant



Petra represents a modern approach to learning that connects hard and soft skills. She is involved in self-development workshops as well as interim solutions for clients, and plays a key role as our instructional designer focused on digital learning. Known for her strong drive for professional and personal growth, she brings structure, innovation, and energy into learning design and delivery.

Digital Learning

Instructional Design

Soft Skills

Barbora Černohorská

People Development Consultant



Bára focuses on psychological coaching, helping clients manage demanding work situations, build resilience, and maintain productivity under pressure. She is certified in crisis intervention and works with a strong emphasis on mental wellbeing and psychological safety. Her clients range from parents returning to work to senior leaders in high-pressure roles.

Psychological Coaching

Mental Wellbeing

Crisis Intervention

READY TO GROW?

LET'S EXPLORE WHAT GROWTH COULD LOOK LIKE IN YOUR ORGANISATION.

Let's talk

info@upgrow.eu

Find out more

www.upgrow.eu

Let's meet

[Prague](#) | [Brno](#) | [Budapest](#) | [Barcelona](#) | [Online](#)



OUR MISSION

WE ARE PARTNERS ON YOUR DEVELOPMENT JOURNEY.

WE EXPLORE YOUR SPECIFIC NEEDS AND CREATE UNIQUE LEARNING SOLUTIONS FOR YOU AND YOUR TEAM.

OUR GOAL IS TO HELP YOU TO DEVELOP THE SKILLS AND INSPIRE THE MINDSET THAT EMPOWER PEOPLE & GROW BUSINESS.



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