

## **Creativity & Growth, Research-Based Soft Skills Learning**

Enhance your personnel's creative problem-solving skills

### **Course Specifications**

Course Number: AOB76-010\_rev1.0

Course Length: 1h 58min

### **Creative problem-solving is a focal part of modern work life**

Today's fast-paced work environment demands that your employees think, learn, and work smarter than ever before. We frequently encounter situations where creative problem-solving and rapid learning pave the way to better results.

In the workplace, creativity and quick learning are essential both at an individual and team level. We seek solutions for challenges such as declining sales, workflow efficiency, international expansion, new product categories, or weak marketing results. As the need for creative problem-solving continues to grow, developing these skills becomes increasingly important.

The Creativity and Growth Tutorial Package helps develop your personnel's ability to solve problems through creativity and rapid learning. Explore our scalable learning solution below!

### **Creativity and Growth Tutorial Package boosts your personnel's problem-solving skills**

The Creativity and Growth Tutorial Package supports sustainable and creative development. With this solution, your employees will improve their creative problem-solving abilities, gain insight into different thinking styles, and understand the key drivers of creativity—both individually and within teams. The package also covers personal growth topics that support creative problem-solving, such as flexible perfectionism, mindset development, and time management. Additionally, your personnel will gain insights into giving and receiving feedback, psychological safety, goal setting, and effective workplace learning.

Using researched knowledge, microlearning, and reflection, we ensure impactful and lasting development of problem-solving skills:

- Research-based learning content ensures the effectiveness of the training.
- Microlearning content fits into even the busiest schedules.
- Reflection turns learning into action – participants engage in self-reflection and shared reflection to explore the emotions, meanings, and applications of their new skills in their work.

This approach leads to real change—your personnel will apply creative problem-solving and rapid learning to navigate the challenges of an evolving world.

## **Creativity & Growth Tutorial package includes the following tutorials**

### **Learning at Work, Smart-Tutorial (45 min)**

This mini-tutorial offers you the tips and tricks for efficient learning. Learning has become an essential part of our work life, and it's importance continues to increase. For example, learning improves brain functions and efficiency, increases life expectancy, and boosts creativity. Make learning part of your everyday life!

### **What is Creativity?, Smart-Tutorial (3 min)**

How would you describe creativity? Which creative individual comes first to mind? Do you consider yourself creative? With this video, you'll have a better understanding on the different forms and perspectives on creativity.

### **Conditions for Creativity, Quick-Tutorial (4 min)**

Creativity is heavily reliant on the work environment. This video goes through the three essential components necessary for creativity and innovation to thrive! Watch the video and get creative!

### **Creativity & Collaboration, Quick-Tutorial (4 min)**

Would you like to strengthen the creative collaboration within your team? Watch the video and learn more about effective & creative teamwork. The video works as a facilitator for you to discuss the topics together, share ideas, and discover new perspectives!

### **Creative Problem Solving, Quick-Tutorial (4 min)**

Are you interested in learning more effective problem-solving techniques? In this video, we delve into the key steps of creative problem-solving. Watch the video and gather tips for tackling your next big – or small – challenge!

### **Self-Coaching, Quick-Tutorial (4 min)**

If you want to develop yourself, you need to stop and think about the next version of yourself. To coach yourself, ask these four questions from yourself regularly: What are you satisfied and dissatisfied with in your life? What kind of feedback do you get? Where can you find new directions and ideas for what you could become? What you should do more, what less, and what you should quit? Watch this short video!

### **Understanding Different Ways of Thinking, Quick-Tutorial (4 min)**

If you want to develop yourself, you need to stop and think about the next version of yourself. To coach yourself, ask these four questions from yourself regularly: What are you satisfied and dissatisfied with in your life? What kind of feedback do you get? Where can you find new directions and ideas for what you could become? What you should do more, what less, and what you should quit? Watch this short video!

### **Time Management, Quick-Tutorial (4 min)**

Improve your time management in just five minutes! Notes, day planning, and optimization are the three areas of time management. Watch a short but even more powerful video that gives you a quick overview of these three areas and how to develop them.

### **Flexible Perfectionism, Quick-Tutorial (5 min)**

Did you know that perfectionism is useful only when it is flexible? This short video will guide you towards flexible perfectionism! Flexible perfectionism means that the person's high goal level is combined with the ability to experience satisfaction when achieving those goals.

### **Developing Attitudes, Quick-Tutorial (5 min)**

Do you know what kind of automatic attitudes you have? You should get to know them, as they have a strong influence on your life. They affect your ability to see things in a new way and expand your thinking. This short video guides you to recognize and control your attitudes, and grow into the direction that you truly want to grow.

### **Giving & Receiving Feedback, Quick-Tutorial (5 min)**

This short video focuses on feedback! Feedback is not about one person telling others how they should do their work. The goal is to recognize together what you have done so far and how you could develop your actions further. There are three simple quick-fixes for you to begin with. Watch this video to hear what they are!

### **Psychological Safety, Quick-Tutorial (5 min)**

Have you ever wondered why some teams perform better than others, learning and creating something new? The community's atmosphere plays a crucial role: psychological safety is strongly linked to better knowledge sharing, learning, job satisfaction, performance and creativity. This short video discusses how to create psychological safety!

### **Goals and How to Set Them, Quick-Tutorial (4 min)**

Would you like to find new ways to achieve your goals? With this short video, you will learn to explore your goals through six perspectives. The first and perhaps the most important perspective is to understand that we often have several goals at once, and they can often be in conflict with one another.

### **Best Practices of Online Learning, Quick-Tutorial (5 min)**

This short video goes through the best practices and most common pitfalls of online learning. The world is constantly changing and learning has gone online. Self-paced online learning has brought us new kinds of freedom and possibilities, but also challenges and responsibility. How does online learning differ from the more traditional ways of learning?

### **Agile Methods in Remote Leadership, Quick-Tutorial (5 min)**

Distributed work highlights the importance of agility. Do you want to hear what agility means in practice? We present agile methods in this short video! The five principles of agility in practice are: transparency, quick versioning, freedom in a structure, peer work and authority.

### **Customer Centricity – One Question at a Time, Quick-Tutorial (5 min)**

Looking to strengthen your customer focus? This video breaks down three actionable keys to building a more customer-centric approach—no matter your role. Learn how to take ownership, communicate proactively, and deepen trust through empathy. Packed with practical reflection questions, it's perfect for both individual insight and team discussions. Start making customer centricity a daily habit.

### **How Adults Learn?, Quick-Tutorial (3 min)**

Ever wondered how adults pick up new ways of thinking and acting? In this quick tutorial, you'll explore the science of adult learning and walk away with five simple, practical tips you can weave into your day—no extra time or complex theory needed.

### **Learn to Ask for Feedback, Quick-Tutorial (4 min)**

What if the best way to grow at work isn't waiting for feedback – but asking for it? In this quick tutorial, you'll learn how to invite feedback as naturally as any conversation – just honest exchanges that help you improve.