OUR METHODOLOGIES

At P&A we have different training methodologies for our clients to choose from depending on their specific needs.

Our methodologies make our training dynamic, flexible, innovative and have an impact on organizations.

- Courses and workshops
- E-learning
- Mobile Learning
- Gamification
- Blended Learning
- Group and individual Coaching
- Outdoor
- Tutoring

Request information

I have read and accept the privacy policy.

Request information
Brief. We go for shorter workshops that combine previous work or assignments between sessions.

Focus on day-to-day learning (Learning by doing).

Methodology based on experiential classroom, participation and dynamism.

On the job activities and individual development plan to keep improving the skills learned in class.

Catalogue training:

In the e-learning area, P&A Group partners with Crossknowledge, considered a reference company in the e-learning international industry.

Focused on key subjects such as leadership, personal development, communication... and selected by our experts, P&A Group together with CrossKnowledge can design a customized plan according to the specific learning objectives and the target group.

Customized design:

Based on the information provided by the client or by creating content, we design webinars, informative online snippets, videos, exercises and cases, readings, questionnaires and assessments that offer a wide range of training resources to achieve the specific learning objectives.

We provide the technological infrastructure needed through our platform. That infrastructure allows us to monitor, assess and revitalize different activities to meet our clients’ and Fundae’s requirements.
M-Learning is based on visualizing Skill-Pill videos that are 2 minutes long at the most and that can be displayed in mobile devices or PC / Mac. There are two types of Skill-Pills:

- Customized Skill-Pill: They are created for a specific organization.
- Skill-Pill Library: These are generic Skill-Pills that have been produced together with the publishing company Pearson Educación. The library contains over one hundred pills.

Using gamification principles with game-like techniques and dynamics promotes motivation, concentration, effort, loyalty and other positive values common to all games.

By designing online gamified experiences, we can contribute to writing the script of a story, creating challenges and batteries of questions, dynamics and game logic, etc.
Customized for each client, it allows to create tailored programs with a wide range of resources and contents.

- They offer more flexibility to the participant regardless of the program duration.
- They allow constant follow-up and supervision of the participant’s development.

Valuable tool to support the learning process.
- The number of sessions varies for each project.
- Coaches certified by the ICF and Zenger Folkman Company.
- Choice of individual processes and team coaching.

Based on the desired objectives, valuable scenarios are sought and created to allow for the spontaneous
expression of individual and group behaviors. They also enable both the participant and the trainer to observe such behavior, which makes its subsequent analysis and adjustment in the class easier. Content development in class supports experience analysis and transfer of learning.

We offer in-person, online or mixed tutoring with different types of tutors:

- Facilitator/coordinator: monitors the progress, ensures that the plan’s requirements are met and encourages and motivates the participants.
- Technical tutor: presents activities and challenges, provides feedback on assignments, answers questions, assesses learning...

OUR CUSTOMERS
Domus

Pescanova

Congalsa

Ence

Santander

Bimba y Lola

Applus
CONTACT OUR EXPERTS

At P&A, we are committed to helping you achieve your Leadership development goals.

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REQUEST INFORMATION