



Build WorkStyles capability across your whole organisation.

A 3-day certification that turns your internal HR and L&D leads into fully certified WorkStyles facilitators — debriefing individual and team reports and running the platform, across all four WorkStyles.

DOING

Execution

Getting things done,
quality standards

RELATING

People

Stakeholder
engagement, team
cohesion

REASONING

Logic

Strategic orientation,
business acumen

CREATING

Ideas

Innovation, creative
problem solving

Great strategies don't fail on the plan — they fail on hidden execution gaps and lopsided teams. Certify your own people to keep team dynamics optimised in real time, without waiting on outside consultants.

Stop renting expertise. Build it in-house.

Calling in external consultants every time a team hits a roadblock, reshuffles or miscommunicates is slow, expensive, and leaves you dependent on outside help. Certifying your own people embeds a permanent, data-backed roadmap into daily operations — so you always know how your teams naturally work, communicate and deliver across the four WorkStyles.

THE STRATEGIC BENEFITS

Total autonomy

Run team check-ups and clear workflow bottlenecks whenever you hire, restructure or form project teams — no external schedules to wait on.

Expert real-time advice

Your HR & L&D leads step into a strategic advisory role, resolving team friction fast with data before it affects business outcomes.

Bespoke company design

Unlike public courses, the programme is designed and run around your company's culture, structure and current operating realities.

HRDC levy optimisation

The 3-day certification is HRD Corp claimable — use training levies to build a permanent asset inside the company (the platform licence is billed separately).

20+

years of facilitation

500+

team interventions

5,000+

professionals
assessed

300+

paying clients

"Suddenly, everything about this team makes sense."

An intensive, practical certification

A highly interactive programme of taught sessions, group discussion and live practice — so your people leave confident debriefing both individual and team WorkStyles reports, and running the platform themselves.

DAY 1

The individual profile: foundations & work preferences

- What a Work Style is — preference, not ability, so no "good" or "bad" profile — and how styles form.
- The four WorkStyles in depth: overview, task orientation, the "dark side," and how to connect with each.
- Reading the scoring bands (70+ Primary, 31–69 Secondary, ≤30 Low) and framing low preferences as delegation signals, not deficits.
- The Confirm, Explore, Apply (CEA) debrief model — plus first paired practice.

DAY 2

Deepening the profile: contributions, communication & stress

- The 24 Team Contributions across the four families, each as a Leading or Supporting aptitude.
- The nine communication styles — and the top three that appear on every profile.
- Reading and debriefing stress factors and each person's ideal work environment.
- Coaching principles — Style ≠ Skill — with live role-play practice and feedback.

DAY 3

The team profile & platform mastery

- From individual to team with CEA — composite overview, alignment, and the "power gap."
- The Team Dynamics map, modelling an absent member, and spotting ownerless aptitudes.
- Focusing the team on a maximum of two high-impact recommendations, with a review point.
- Platform Control mastery — Divisions, Team Join Link, users, assessments — plus final teach-back certification.

WHAT YOUR FACILITATORS CAN DO AFTER THE THREE DAYS

Explain reports in plain language, map a team's styles and gaps, advise managers on delegation, support better hiring and coaching, and confidently run a workshop — knowing when, and when not, to use the assessment.

Cohort sizes are strictly capped at **8 participants** to protect the quality of practical feedback and live debrief practice.

Transparent pricing, HRD Corp-claimable certification

FACILITATOR CERTIFICATION

MYR 6,000

per person · 3-day certification

- 3-day certification, cohort capped at 8
- Live platform practice throughout
- Direct coaching from Pete & Helen
- **HRD Corp claimable** (facilitation & certification)

SAAS SUBSCRIPTION

RM 650

per employee, per year · platform licence

- Keeps team data live as your business adapts
- Unlimited team reports, no per-report surcharges
- Full backend access for your certified leads
- Billed separately — **not** HRD Corp claimable

Only the 3-day facilitator certification is HRD Corp claimable (fundable from training levies). The WorkStyles platform licence is a separate annual SaaS subscription, not levy-claimable. We can also facilitate directly through our Guided Team Programmes — quoted per project.

MEET YOUR PROGRAMME DIRECTORS

Pete Pereira

DIRECTOR

Specialises in leadership-team alignment, restructuring strategy and conflict resolution. Over 20 years coaching executive teams across Asia to bridge execution gaps.

Helen Langhammer

DIRECTOR

Focuses on team development, talent assessment, role definition and recruitment. Has designed and delivered training across Europe, America and Asia.

Ready to build permanent WorkStyles capability inside your organisation?

Let's design your cohort. Move from relying on external advice to self-sustaining internal execution mastery.

Pete Pereira · +6017 336 4211 · pete@goaspire.ai

Helen Langhammer · +6012 203 8044 · helen@goaspire.ai Web · www.goaspire.ai



Malaysia Digital (MD) status company, accredited by MDEC · Facilitation & certification HRD Corp claimable.