

Build in-house WorkStyles capability

Certify your own people. Own your team intelligence.

DOING

Getting things done,
quality standards

RELATING

Stakeholder
engagement, team
cohesion

REASONING

Strategic orientation,
business acumen

CREATING

Innovation, creative
problem solving

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

THE CORE ISSUE

Stop renting expertise. Build it in-house.

Calling in external consultants every time a team hits a roadblock, reshuffles or miscommunicates gets 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 entire certification is HRD Corp claimable — use training levies to build a permanent asset inside the company.

WHAT YOUR TEAM MASTERS IN 3 DAYS

An intensive, practical certification

1

Diagnosing individual work preferences & habits

- **Energy & habit mapping** across the four WorkStyles
- **The Confirm, Explore, Apply method** for structured conversations
- **Flipping “weaknesses”** into signals to delegate or partner up

2

Optimising team workflow & fixing gaps

- **Spotting execution traps** in composite team data
- **Custom team workshops** to align around project phases
- **Strategic team simulation** — test “what if” scenarios before you hire or move people

3

Pressure management, wellbeing & infrastructure

- **Supporting wellbeing** by spotting per-style pressure triggers
- **Platform backend control** — divisions, access, one-click Team Join
- **Annual strategic pulse** — a repeatable 10-minute check-up cycle

Cohort sizes are strictly capped at 8 participants to protect the quality of practical feedback.

INVESTMENT

Transparent, HRD Corp-claimable pricing

MYR 6,000

per person · facilitator certification

3-day certification, cohort capped at 8

RM 650

per employee, per year · platform licence

Keeps team data live as your business adapts

SAAS SUBSCRIPTION

- **Fully HRD Corp claimable** for corporate clients and sponsors using training levies.
- **Certification fee** covers the 3-day programme, live platform practice and direct coaching from Pete & Helen.
- **Platform licence** is the annual per-person SaaS subscription — unlimited team reports, no per-report surcharges.

Guided delivery is available separately

Short on time? We can also facilitate directly for your executive team through our **Guided Team Programmes** — quoted separately and **negotiable on a project basis**.

MEET YOUR PROGRAMME DIRECTORS

Learn straight from the source

Pete Pereira

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

Helen Langhammer

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

Move from relying on external advice to self-sustaining internal execution mastery.

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