

Training Calendar 2017

At Cognadev, we partner with HR and psychology professionals internationally to provide them with the tools to create organisational change and improvement.

We recommend the use of contextualised and holistic assessment batteries to measure job requirements, personality preferences and capability. The aim is to optimise the organisation through person-job matching and strengthen development and succession initiatives.

Accreditation of professionally registered practitioners involves booking the course, completing the chosen assessment yourself, attending the training (ranging from 1 to 3 days), completing an assignment and then putting your new knowledge and skills into practice.

01 ▶ **BOOK THE COURSE**
Contact Cognadev to set the date.

DO ASSESSMENT ◀ **02**
Complete the assessment before the training.

03 ▶ **GET ACCREDITED**
Take the course, get the certificate.

PUT IT TO PRACTICE ◀ **04**
Start assessing for your company

Product Training

Product training involves learning how to apply the constructs used by a psychometric tool and accreditation to use the assessment.

Cognitive Process Profile (CPP)

Learning Orientation Index (LOI)

Value Orientations (VO)

Motivational Profile (MP)

Contextualised Competency Mapping (CCM)

Developmental Courses

Developmental courses are offered directly to company staff or assessment practitioners to improve a variety of skills and competencies.

Analytical Thinking

Emotional Intelligence

Systems and Strategic Thinking

Thinking Skills Coaching

Values and Creative Leadership

January 2017

“Do what you feel in your heart to be right – for you’ll be criticized anyway.” – Eleanor Roosevelt

Sun	Mon	Tue	Wed	Thur	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
			Thinking Skills Coaching			
22	23	24	25	26	27	28
			Cognitive Process Profile			
29	30	31	1	2	3	4

1st – New Year’s Day

February 2017

“Imagination is more important than knowledge. Knowledge is limited. Imagination encircles the world.” – Albert Einstein

Sun	Mon	Tue	Wed	Thur	Fri	Sat
29	30	31	1	2	3	4
Analytical Thinking						
5	6	7	8	9	10	11
12	13	14	15	16	17	18
♥ Motivational Profile		📊 Learning Orientation Index			📈 Value Orientations	
19	20	21	22	23	24	25
🏠 CPP Cape Town						
26	27	28	1	2	3	4



Cognitive Process Profile (CPP)

3 Day Product Training – 20 CEUs (including 2 ethics points)

Innovative. Dynamic. Valid.

The Cognitive Process Profile (CPP) is an advanced computerised assessment technique that externalises and tracks thinking processes to indicate a person’s cognitive preferences and capabilities. CPP results contribute to the decision-making processes of: selection, placement, team compilation, developmental, organisational structuring and succession planning. The CPP has been accredited by the HPCSA.

Training.

The CPP training is aimed at HR practitioners, psychologists and psychometrists. It covers the relevant theories on which the CPP is based, such as Stratified Systems Theory, the CPP’s Information Processing model and the concept of learning potential, among others. The constructs and the application of CPP results are addressed. Completing the CPP is a prerequisite for the training.

Accreditation.

An accreditation assignment validates the practitioner’s understanding of the CPP constructs. It involves the interpretation of two CPP reports. Understanding the reports – as verified by passing the assignment – is a prerequisite for receiving CPP reports. Guidelines and training are provided to pass the assignment.

CPP Refresher – 8 CEUs.


A CPP Refresher course is also available (it is booked as the first two days of the main CPP training). This course offers an opportunity to check one’s understanding regarding the application of the cognitive constructs and to be brought up to speed with the latest developments.

Email info@cognadev.com to find out more or visit our website (www.cognadev.com).



March 2017

“There is no elevator to success. You have to take the stairs.” – Zig Ziglar

Sun	Mon	Tue	Wed	Thur	Fri	Sat
26	27	28	1	2	3	4
 Cognitive Process Profile						
5	6	7	8	9	10	11
12	13	14	15	16	17	18
Analytical Thinking						
19	20	21	22	23	24	25
26	27	28	29	30	31	1
Systems and Strategic Thinking						

21st – Human Rights Day



Learning Orientation Index (LOI)

1 Day Product Training – 8 CEUs

Discover talent. Develop potential.

The LOI is a computerised simulation exercise that measures information processing preferences and capabilities. It is aimed at school and university leavers for purposes of career guidance, further education, development, selection and talent management.

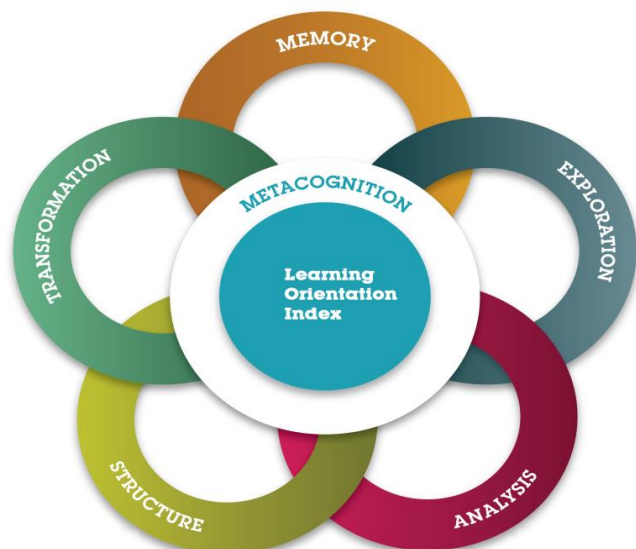
Training.

The LOI training is aimed at HR practitioners, psychologists and psychometrists and focuses on a number of theoretical models. The course is meant to enable accredited users to apply the LOI constructs effectively. The LOI has to be completed before attending the training course.

Accreditation.

Accreditation is dependent on the successful completion of a competency evaluation after the training.

Email info@cognadev.com to find out more or visit our website (www.cognadev.com).



April 2017

“Everything can be taken from a man but one thing: the last of the human freedoms – to choose one’s attitude in any given set of circumstances, to choose one’s own way.” – Viktor Frankl

Sun	Mon	Tue	Wed	Thur	Fri	Sat
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6

14th – Good Friday
 17th – Family Day
 27th – Freedom Day



Value Orientations (VO) 1 Day Product Training – 8 CEUs

Holistic. Insightful. Effective.

The VO assesses a person’s level of awareness, valuing systems and worldviews. These are the organising frameworks on which their perceptions, decisions, emotional responses and behaviour are based, and therefore their mode of adaptation to the world.

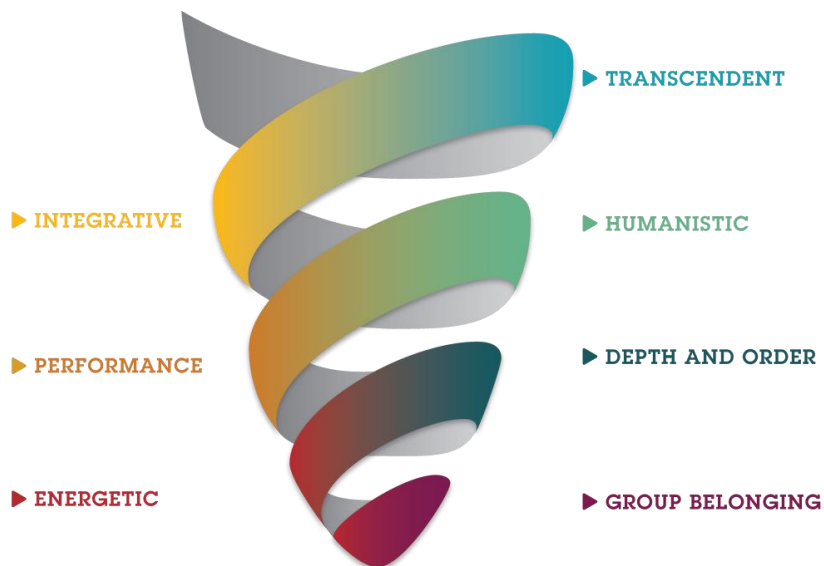
Training.

Training is aimed at HR practitioners as well as psychologists and psychometrists and focuses on understanding the theoretical constructs involved and the implications of the VO assessment results as well as the application of these results to facilitate self-insight, optimise team functioning and manage cultural diversity within an organisation.

Accreditation.

Accreditation is dependent on the successful completion of a competency evaluation following training.

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May 2017

“Being entirely honest with oneself is a good exercise.” – Sigmund Freud

Sun	Mon	Tue	Wed	Thur	Fri	Sat
30	1	2	3	4	5	6
7	8	9	10	11	12	13
Thinking Skills Coaching						
14	15	16	17	18	19	20
	♥ Motivational Profile		🎯 Learning Orientation Index		🌱 Value Orientations	
21	22	23	24	25	26	27
🏠 CPP Cape Town						
28	29	30	31	1	2	3
1 st – Worker's Day						



Motivational Profile (MP) 2 Day Product Training – 16 CEUs

Comprehensive. Simple. Perceptive.

The MP measures a person's motivational drivers, aspects of emotional functioning, energy themes, defence mechanisms and various personality aspects for purposes of placement, development and coaching.

Training.

The MP training is aimed at HR practitioners and psychologists or psychometrists. It focuses on creating an understanding of a number of psychological constructs related to personal motivation and energy. The constructs explained are: life scripts, personal awareness, energy themes, interpersonal skills and defence mechanisms. The implications of various approaches within a personal and team context are discussed.

Accreditation.

Accreditation is dependent on the successful completion of a competency evaluation after the training. Additional reading of the work of theorists such as Jung, Wilber, Beck, Cowan, Myss, Goffman, Shalit, Lazarus and others is recommended to ensure an in-depth understanding of the MP results.

Email info@cognadev.com to find out more or visit our website (www.cognadev.com).



June 2017

“Judge a man by his questions rather than by his answers.” – Voltaire

Sun	Mon	Tue	Wed	Thur	Fri	Sat
28	29	30	31	1	2	3
4	5	6	7	8	9	10
			Cognitive Process Profile			
11	12	13	14	15	16	17
18	19	20	21	22	23	24
	CPP United Kingdom					
25	26	27	28	29	30	1

16th – Youth Day



Contextualised Competency Mapping (CCM)

1 Day Product Training – 8 CEUs

Facilitated. Automated. Integrated.

The CCM tool is a job analysis questionnaire and software system that is used to determine the Stratified System Theory (SST) environment of a position and the specific competency requirements (cognitive, intrapersonal, and interpersonal). The questionnaire itself can be used to guide a facilitated discussion with job experts about job expectations. The assessment results of individuals and teams can be compared to the competency requirements of the position to determine the degree of person-or team-job matching. 360 degree evaluations are also available.

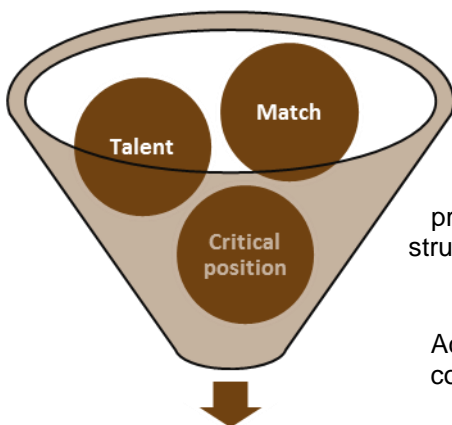
Training.

(scheduled on demand / request)

The CCM training is aimed at HR practitioners and consultants and covers the facilitation of the questionnaire to job experts, as well as using the system to provide comprehensive and customisable competency reports that meet the organisation’s requirements. After the training, the delegate should be able to use the CCM to provide an organisational audit, assist with person-job matching, job structuring, group development and coaching.

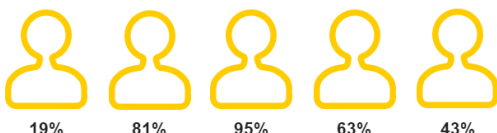
Accreditation.

Accreditation is dependent on the successful completion of a competency evaluation after the training.



Match Percentage

Email info@cognadev.com to find out more or visit our website (www.cognadev.com).



July 2017

“Fairy tales are more than true; not because they tell us that dragons exist, but because they tell us that dragons can be beaten” – G. K. Chesterton

Sun	Mon	Tue	Wed	Thur	Fri	Sat
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
			Cognitive Process Profile			
16	17	18	19	20	21	22
				CPP Masterclass		
23	24	25	26	27	28	29
30	31	1	2	3	4	5



Analytical Thinking 2 Day Development Course – 16 CEUs

The Analytical Thinking course is available to HR practitioners, students and employees. It focuses on the development of skills that can be considered a prerequisite for effective problem-solving and thinking in the work environment. The course assists in automating and internalising the metacognitive criteria that guide task-relevant approaches. The metacognitive criteria practiced include the important awareness of issues such as relevance, clarity, precision, accuracy, being systematic, meaning, coherence, purpose, and application. It positively impacts on a person’s everyday problem-solving and reasoning effectiveness, academic achievement, communication, understanding of issues and effectiveness at work.

The benefits.

A delegate’s analytical skills are first measured by the Cognitive Process Profile or the Learning Orientation Index. The results indicate the person’s strengths and development areas in analytical thinking and the course is customised based on these findings. Job-related information is used on the course. Emotional factors that may derail analytical thinking are also addressed. The aim is to impact the effectiveness of behaviour, decision-making and expression of ideas in everyday life and business contexts.




Accreditation.

A post-training assignment is given and success is required for accreditation.

Email info@cognadev.com to find out more or visit our website (www.cognadev.com).

August 2017

“Whether you think you can, or you think you can't – you're right.” – Henry Ford

Sun	Mon	Tue	Wed	Thur	Fri	Sat
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
	 Cognitive Process Profile					
20	21	22	23	24	25	26
27	28	29	30	31	1	2

9th – Women's Day



Emotional Intelligence

2 Day Development Course – 16 CEUs
(scheduled on demand / request)

The Emotional Intelligence (EQ) course is aimed at both HR practitioners and employees. It addresses a crucial, albeit often neglected aspects of intrapersonal and interpersonal functioning. The course content enhances self-understanding, self-awareness, self-control, motivation, goal achievement, interpersonal awareness and insight, as well as the ability to deal with adversity. The delegate will complete the MP and the VO before the course to identify areas of development.



Accreditation.

No formal accreditation applies but a certificate of attendance and participation is provided.

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September 2017

“When you have eliminated all which is impossible, then whatever remains, however improbable, must be the truth” – Arthur Conan Doyle

Sun	Mon	Tue	Wed	Thur	Fri	Sat
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
	♥ Motivational Profile		📊 Learning Orientation Index		🏆 Value Orientations	
17	18	19	20	21	22	23
24	25	26	27	28	29	30
				Thinking Skills Coaching		

24th – Heritage Day



Systems and Strategic Thinking

3 Day Development Course – 20 CEUs

The system and strategic thinking course is aimed at HR practitioners, students and employees. It involves the application of systems thinking which entails the integration and contextualisation of dynamic, vague and complex information that cannot always be dealt with analytically. Systems thinking principles are applied to organisational specific challenges to formulate business strategy. The course focuses on the identification of root challenges, dynamic analysis, creative strategy formulation and contextualisation and the measurement of business decisions. The course is intended to improve big-picture thinking and decision-making in complex and ambiguous environments.

The benefits.

A person's systems thinking skills are measured by the Cognitive Process Profile before the course commences and personal feedback is provided to the individual to enhance self-insight in this regard. The course is meant to open up a new appreciation of complexity and to practice integrative skills using work-related information. The delegate also practices intuitive skills, which are often suppressed. The work-related nature of the course content enables the transfer of insights gained during the course to the work environment.

Accreditation.

No formal accreditation applies but a certificate of attendance and participation is provided.

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October 2017

“Without ambition one starts nothing. Without work one finishes nothing. The prize will not be sent to you. You have to win it.” – Ralph Waldo Emerson

Sun	Mon	Tue	Wed	Thur	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
Cognitive Process Profile						
15	16	17	18	19	20	21
Analytical Thinking						
22	23	24	25	26	27	28
CPP Cape Town						
29	30	31	1	2	3	4
VO Cape Town			MP Cape Town			



Thinking Skills Coaching

1 ½ Day Training – 12 CEUs

The Thinking Skills Coaching course is aimed at HR practitioners, psychologists and psychometrists who are CPP accredited. It focuses on teaching the delegates coaching skills to enable them to guide others to improve their thinking skills in the developmental areas identified by the CPP.

The benefits.

This train-the-trainer course is intended to assist HR practitioners and coaches to provide practical assistance to candidates who have completed the CPP and LOI cognitive tests and who need to address certain cognitive development areas. It involves a discussion of various processing competencies, the derailers of certain skills and remediation techniques.

Core aspects.

- Thinking Skills Coaching: Essential Prerequisites for a Coaching Session
- CPP constructs used in coaching
- CPP Development Areas – techniques to address different types of developmental needs
- Additional Considerations:
 - overcoming emotional responses that may derail thinking skills
 - identifying language patterns that may impact upon thinking skills
- Metacognition: coaching others to be more aware of their own thinking, such as monitoring, planning and adapting their thinking
- Coaching techniques to facilitate effective coaching outcomes



Coach using the CPP.

Email info@cognadev.com to find out more or visit our website (www.cognadev.com).

November, 2017

“Never underestimate your power to change yourself. Never overestimate your power to change others.” – H. Jackson Brown, Jr.

Sun	Mon	Tue	Wed	Thur	Fri	Sat
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
			Cognitive Process Profile			
19	20	21	22	23	24	25
			Systems and Strategic Thinking			
	27	28	29	30	1	2



Values and Creative Leadership

2 Day Development Course
(scheduled on demand / request)

This development course capitalises on insights gained from the Spiral Dynamics model as well as other Consciousness and developmental theories to improve understanding and leadership effectiveness of both HR practitioners and line managers. The course focuses on the strengths of various leadership approaches and the impact these have on subordinates holding different world views. Development also focuses on typical team dynamics and the management of cultural diversity in the workplace.

The benefits.

The course reveals the intentions which underlie behavioural tendencies in the workplace. It thus introduces a framework and terminology that is useful and improves everyday interpersonal and cultural challenges in the workplace. The theoretical model is elegant, parsimonious, has intuitive appeal and is universally applicable. It enables an awareness and acceptance of the different strengths, development areas and approaches used by others to achieve organisational goals. Given its practical utility, the use of the model normally spreads quickly though-out the organisation.

Accreditation.

No formal accreditation applies but a certificate of attendance and participation is provided.

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December 2017

“Tolerate ambiguity. In the end there are no certain answers.” – Matina Horner





Sun	Mon	Tue	Wed	Thur	Fri	Sat
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

16th – Day of Reconciliation
25th – Christmas Day
26th – Day of Goodwill

Useful links.

The latest version of the calendar can be found [here](#).

Be social and stay in touch with us:

-  Via our [newsletter](#)
-  Our [Facebook page](#)
-  And the [Twitter page](#)
-  Or [LinkedIn](#)

See the [assessments page](#) on our website, or read more on the [developmental courses](#).

Our useful tools are always available under [resources](#).

Our marketing brochure can be downloaded [here](#).

To start a conversation with us, email info@cognadev.com or give us a call on +27 (0) 11 884 0878.

Terms and conditions.

The terms and conditions apply to all training and developmental courses offered.

All training courses in assessments require that you complete the assessment before the training. The cost of this is included in the price of the training.

Training will take place on the condition that a critical number of attendees have been reached.

Cognadev reserves the right to change the information or offerings on this brochure without notice.

Cognadev reserves the right to change the content and duration of the courses on this brochure without notice.

Cognadev reserves the right to refuse admission to our courses and this is done at Cognadev's discretion.

Attending training for an assessment does not automatically mean you can receive reports as writing and passing an accreditation assignment is required.

A suitable HPCSA registration is required to attend training on psychological tests in South Africa. Local restrictions to psychological tests may apply internationally.

All the training and courses offered may be arranged at an external venue. Costs will be restructured accordingly.