



# Mosaic

**Mix & match your unique pattern of short growth sessions**





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“ Knowledge is like a garden:  
if it is not cultivated, it  
cannot be harvested. ”

African Proverb

# 1. Why Mosaic?



**We've listened closely to your need for short, flexible, targeted learning solutions. Whether your need is for a specific event such as wellbeing month, creating a tailored experience for specific groups, or focusing on a strategic priority such as wellbeing or developing your leaders, Mosaic has you covered.**

Our Mosaic short sessions allow you to Mix & Match from our curated packages or create your own beautiful 'Pattern' that aligns with your organisation's needs – all while enjoying Free To Grow's signature, engaging methodology.

With this flexible and powerful format, you can address the evolving needs of key target groups empowering them with learning experiences that are as unique as they are impactful.

“ I am but a small shard  
in a grand mosaic. ”

Fred Crane

*Nurture wellbeing. Drive engagement. Inspire growth.*



## 2. Different applications

**Our versatile short sessions can be customised in multiple ways to add value in different contexts.**

### 1. Single sessions for inspiration or education

Perfect for marking special occasions, such as Wellbeing Month, these sessions can serve as a standalone source of motivation or provide valuable insights for your team.

### 2. Targeted sprints for high impact

Select a few sessions and combine them into a short, high-impact sprint tailored for specific groups. This approach allows for a focused and intensive learning experience over a short period.

### 3. Integrated Development Journey

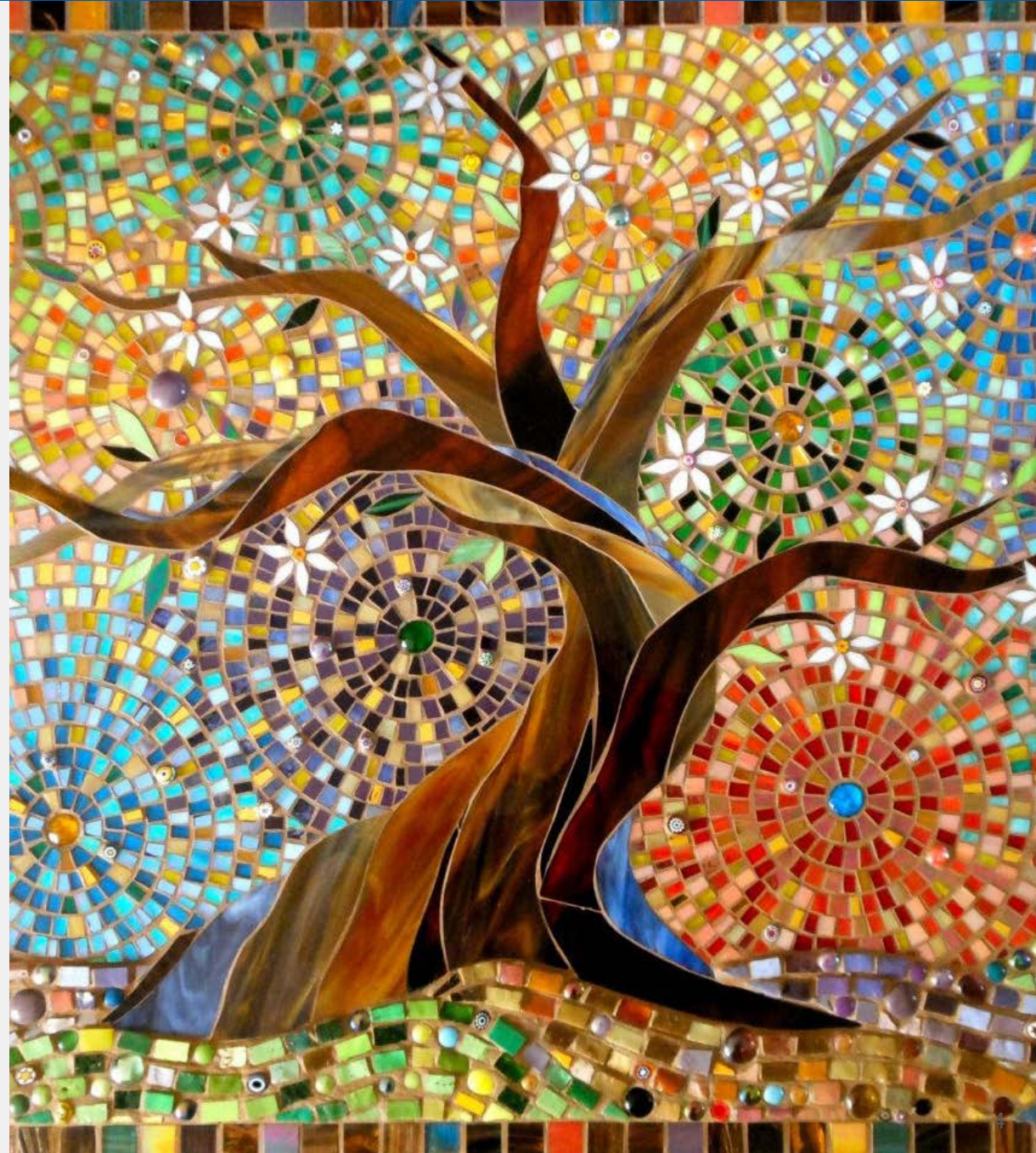
Incorporate these sessions seamlessly into a more extensive development journey, giving participants a well-rounded experience that complements broader learning goals.

### 4. Complement Existing Programmes

Enhance current learning programmes by adding one or more of our short sessions to reinforce key messages, offer fresh perspectives, or expand on foundational topics.

“Life isn't about finding yourself.  
Life is about creating yourself.”

George Bernard Shaw





- **Flexibility and accessibility**  
Short sessions can be easily scheduled and adapted to fit the busy lives of employees. They can be conducted in-person or virtually, allowing for greater accessibility regardless of location. This flexibility ensures that more employees can participate in training opportunities, fostering a culture of continuous learning within the organisation.
- **Improved knowledge retention**  
Focusing on one topic or skill per session prevents overload – employees can fully absorb and apply what they've learned, making it easier to retain concepts. This helps reinforce growth and development goals over time.
- **Cost and time effectiveness**  
Whether you're a small business or a busy department within a larger organisation, you can now access impactful training that fits both your time constraints and your budget.
- **Consistent growth and development touchpoints**  
Regular short sessions provide continual touchpoints for growth and development over time. This approach keeps growth on the radar and reinforces learning as a continuous journey.
- **Boost your DEI and wellbeing initiatives**  
Our empowerment sessions align with your goals for diversity, equity, inclusion, and employee wellbeing. They offer a practical way to demonstrate your commitment to these vital areas, enhancing your company's culture.
- **Keep pace with current learning trends**  
Our innovative Mosaic sessions align with today's preference for short sessions with digestible, focused content.

“The secret of change is to focus all of your energy, not on fighting the old, but on building the new.” Socrates



## 4. Mix and match your own pattern of 'tiles' to meet your needs



This versatile offering provides you with an opportunity to create solutions that are tailor-made for you.

From each of the 3 columns, select the relevant option.

<b>Target group</b>	Shopfloor/entry level	Knowledge workers	Leaders
<b>Profile</b>	Women	Men	All
<b>Objective</b>	Employee Wellbeing	Growth & Development	Leadership Development
<b>Duration</b>	1 hr (high level)	2 hrs (more detailed)	3-4 hrs (immersive)
<b>Delivery mode</b>	In person	Virtual	Hybrid

Then select topics ('tiles') from pages 7 and 8 to create your own unique mosaic.

“ Life is a fragmented mosaic; but the art of existence is within its combination. ”  
Talismanist Giebra



Can be presented to mixed groups or tailor-made for women or men. Durations can be extended to provide a more immersive experience.

		Duration	Shopfloor workers	Knowledge workers
<b>Personal growth and EQ</b>	Grow your self-awareness	1 or 2 hrs	x	x
	Grow your self-esteem and confidence	1 or 2 hrs	x	x
	Take charge of your life	1 or 2 hrs	x	x
	Deal with the past and focus on the future	1 or 2 hrs	x	x
	Deal with fear so it does not hold you back	1 hr	x	x
	Take charge of your emotions	2 hrs		x
<b>Professional growth</b>	Drive your own development	1 hr	x	
	Value and use feedback to grow	1 hr	x	x
	Look the part	1 hr	x	
	Intentionally build your brand	2 hrs		x
	Adopt a growth mindset and become more agile	2 hrs		x
<b>Emotional wellbeing</b>	Understand stress and its impact	2 hrs	x	x
	Grow your resilience and bounce forward	1 or 2 hrs	x	x
	Reach out – stay strong through support	1 hr	x	x
	Strengthen your wellbeing through a STRONG lifestyle	1 or 2 hrs	x	x
	Practical tools to strengthen your optimism and improve your life	1 or 2 hrs	x	x
	Keys to self-care	1 or 2 hrs	x	x
<b>Financial wellbeing</b>	Explore your financial roots and their impact on your spending	1 hr	x	
	Understand your money personality and take charge of your financial health	1 hr		x
	Buy wisely	1 or 2 hrs	x	
	Keys to work towards balancing your budget	1 or 2 hrs	x	x
<b>Interpersonal relationships</b>	Improve the way you deal with conflict	2 hrs	x	x
	Strengthen your family relationships	1 or 2 hrs	x	x
	Grow your assertiveness skills	1, 2, or 4 hrs	x	x
<b>Diversity, inclusion and belonging</b>	Build bridges so everyone feels seen and valued	4 hrs	x	x

*"Learning is a treasure that will follow its owner everywhere." African proverb*



**Punchy, short sessions are an ideal tool for middle and senior level leaders to expand their competence in specific areas.**

1.	Be intentional about employee engagement	90 mins or 4 hrs immersive session
2.	Cultivate a climate of psychological safety	90 mins
3.	Strengthen inclusion and belonging in your team	
4.	Support your team's wellbeing	90 mins or 4 hrs immersive session
5.	Create a thinking environment for your team	2 hrs
6.	Delegate with confidence and competence	90 mins

### Skills and tools to lead remote or hybrid teams

1.	The challenges and opportunities of leading remotely	90 mins
2.	Set your remote or hybrid team up for success	90 mins
3.	Master virtual meetings	90 mins
4.	Create active participation in virtual team meetings	90 mins
5.	Build and maintain team cohesion and a sense of belonging in virtual or hybrid teams	90 mins
6.	Make virtual 'one-on-ones' impactful	90 mins
7.	Strengthen trust and accountability virtually	90 mins

“The best way to predict the future is to create it.”  
Abraham Lincoln





### Facilitators/presenters

The diversity in our team of facilitators ensures that we can provide you with a facilitator that is a perfect fit for the mosaic you have created.

### Optional value-adding tools: Pay for what you use

- Teasers to promote the sessions can be designed to meet only your needs.
- Your choice of participant's materials range from no handout, single infographic, more comprehensive handouts or a more robust workbook.
- Evaluation and feedback according to duration and your needs.

### The invitation

- Reach out to explore how we could together create a MOSAIC that excites you with its potential to add value to your team in new ways.

“That is what learning is – you suddenly understand something you’ve understood, but in a new way. ”

Doris Lessing

*Nurture wellbeing. Drive engagement. Inspire growth.*



## 6. Examples of existing packages

### 6.1 DRIVE – Short Session Package for Shopfloor Women: 5 x 2-hour sessions



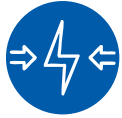
#### **D**rive your own development

- Take charge of your life and your career
- Identify and utilise opportunities that are available to you
- Add full value where you are



#### **R**esilience: **G**row it

- Change your view of barriers and challenges in your way
- Shift your focus and energy to what you can control and influence instead of what you can't
- Draw on support from others



#### **I**mprove your conflict handling

- Understand your conflict handling style and its impact
- Keys to handling conflict constructively



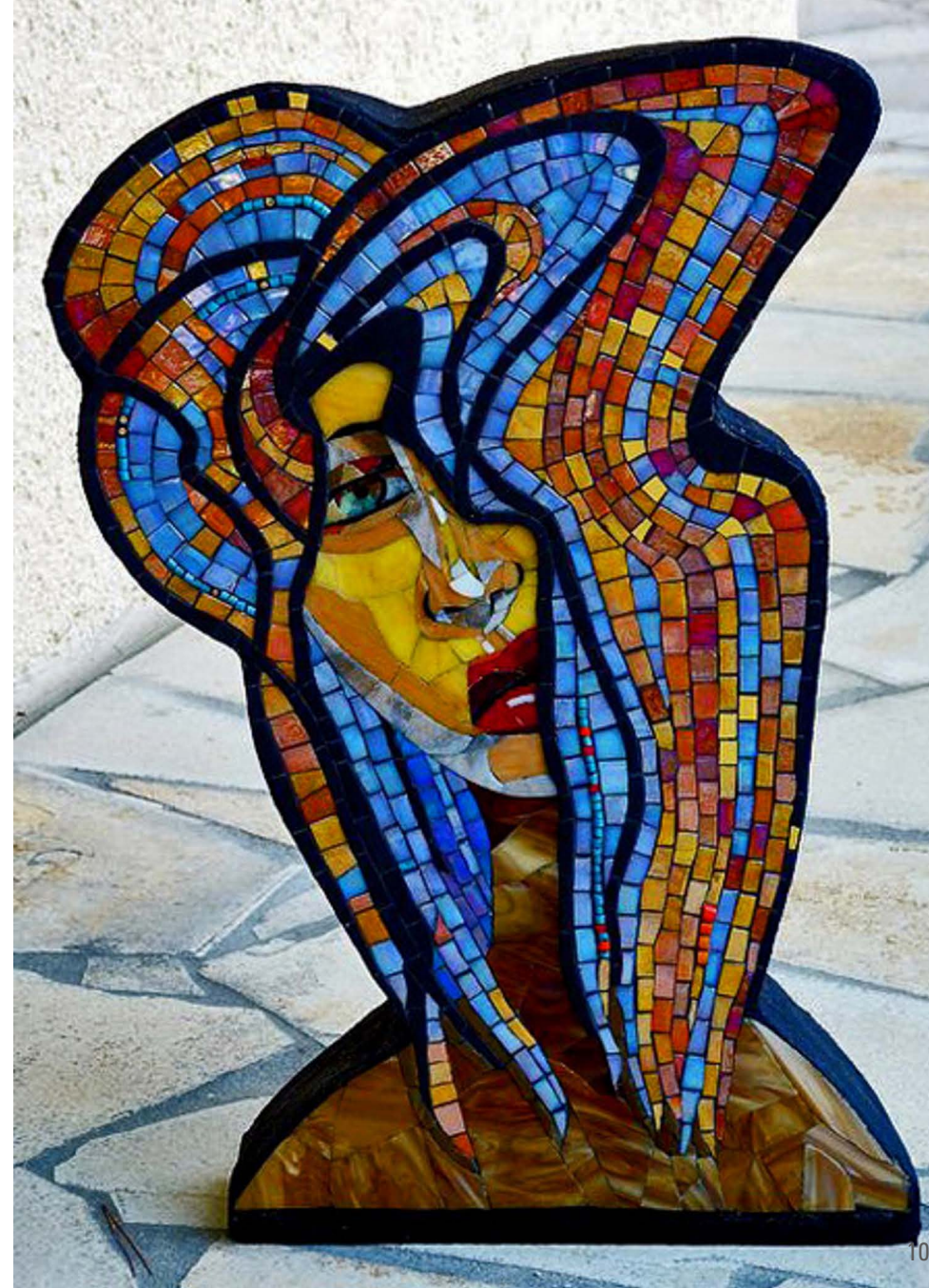
#### **V**alue feedback

- Understand the role of giving and receiving feedback in success
- Make your feedback 5 STAR: Specific, Timely, Accurate, Respectful



#### **E**mbrace your wellbeing

- Grow a STRONG lifestyle: Sleep well, Train well, Rest well, Organise well, Nurture well, Give well







### **B**egin with taking charge

The seed without which there is no growth

- Take charge of your life – make optimism and ownership a habit



### **A**nchor yourself

The roots that will help you stand strong in tough times

- Grow your resilience so you can bounce back and keep going
- Know when and how to ask for help/support



### **O**rganise your money

The trunk that supports you

- Know “What goes where” – plan where your money goes



### **B**uy wisely

The trunk that supports you

- Buy with the brain instead of the eyes
- What to trim, what to cut out and hooks to avoid



### **A**im for good work relationships

Branches and leaves that are healthy

- Together we can do more, Respect each other, Understand each other, Support each other, Trust each other



### **B**uild a strong family

The fruit you provide for the people most important in your life

- Share tasks, Make time for them, ‘I see you’ (show you value them), Listen to them, Encourage them



*Nurture wellbeing. Drive engagement. Inspire growth.*



Because life is tough and can easily lose its meaning in the pursuit of success: 4 x 1-hour master classes, each focusing on intentionally bringing greater quality to a different area of life and work



### **F**inancial wellbeing

- Take control of your financial health through understanding your financial roots and money personality



### **I**nclusion: Empowering women

- Actively support and champion women through e.g. understanding bias, connecting wider, and eliminating micro-aggressions



### **R**elationship building: Family

- Strengthen family relationships e.g. through spending time where it matters, encouraging, supporting and expressing appreciation



### **E**motional health

- Deal with stress through self-care; the difference between relax and restore and how to benefit fully from both

“You get the best effort from others, not by lighting a fire beneath them, but by building a fire within.” Bob Nelson





## Who & what



A holistic programme of 6 x 2-hour in person sessions for women at two of their sites



## Feedback

“Partnering with Free to Grow and your team has been so amazing! We loved the collaborative approach in assisting us to design and curate a solution that specifically talks to our audience and sites. This journey has been so rewarding for our ladies on site and I am sure the benefit thereof will extend far beyond the class time into their work and personal environments. I cannot wait to hear them share some of their stories on the certification day.”

*Samantha Maduray*  
Learning & Development Manager

## RAINBOW

A series of 12 x 1-hour virtual sessions building around the theme of wellbeing and growth, delivered monthly, for their women

Attended by +-70 women per session



“Free To Grow’s short sessions have been of great value to us as a business. The approach of running this series monthly has helped to reach many more women than before. Providing the opportunity to attend these sessions for just one hour per month is helping to address things that affect women from all walks of life, giving them the energy needed to keep pushing forward.

We enjoy how Candice has been like a fellow colleague and has created such a safe space, with over 60 people at a time, enough for everyone to be comfortable to share and engage freely. Thank you once again to Alinda and team for always bringing us insightful, valuable and quality programmes.”

*Stubbz Ngcobo*  
Learning Specialist



A selection of 1,5-hour sessions, delivered in-person, for their women as part of Polyoak’s Skills 2 Thrive programme



“With time pressure and smaller teams needing to deliver more, I wanted a partner that could take a new concept of a ‘fast food’ style of learning, delivered in short, sharp segments and turn it into something practical and relevant for our people.

Alinda and the FTG team have created some bite-size sessions that have captured the hearts and minds (& imagination) of our people in a unique and special way. Their facilitators delivered with the passion and empathy they are well known for, making these sessions a hit, ensuring classrooms were full and filled with excitement and engagement that I have come to expect from Free To Grow.

I think we have made a difference in our people’s lives, empowering them and their families. I could not have done this so effectively without the invaluable partnership with the FTG team.”

*Stacy de Nobrega*  
Regional Executive: HR



# 8. Why partner with us?

31 YEARS 36 COUNTRIES 1 532 ORGANISATIONS

## What our clients most value about us



LINK: Download our FTG Profile

## Some of our clients

