

The Luxembourg Private Equity and Venture Capital Association  
presents

# The LPEA Academy 2024

*Middle Management Training*

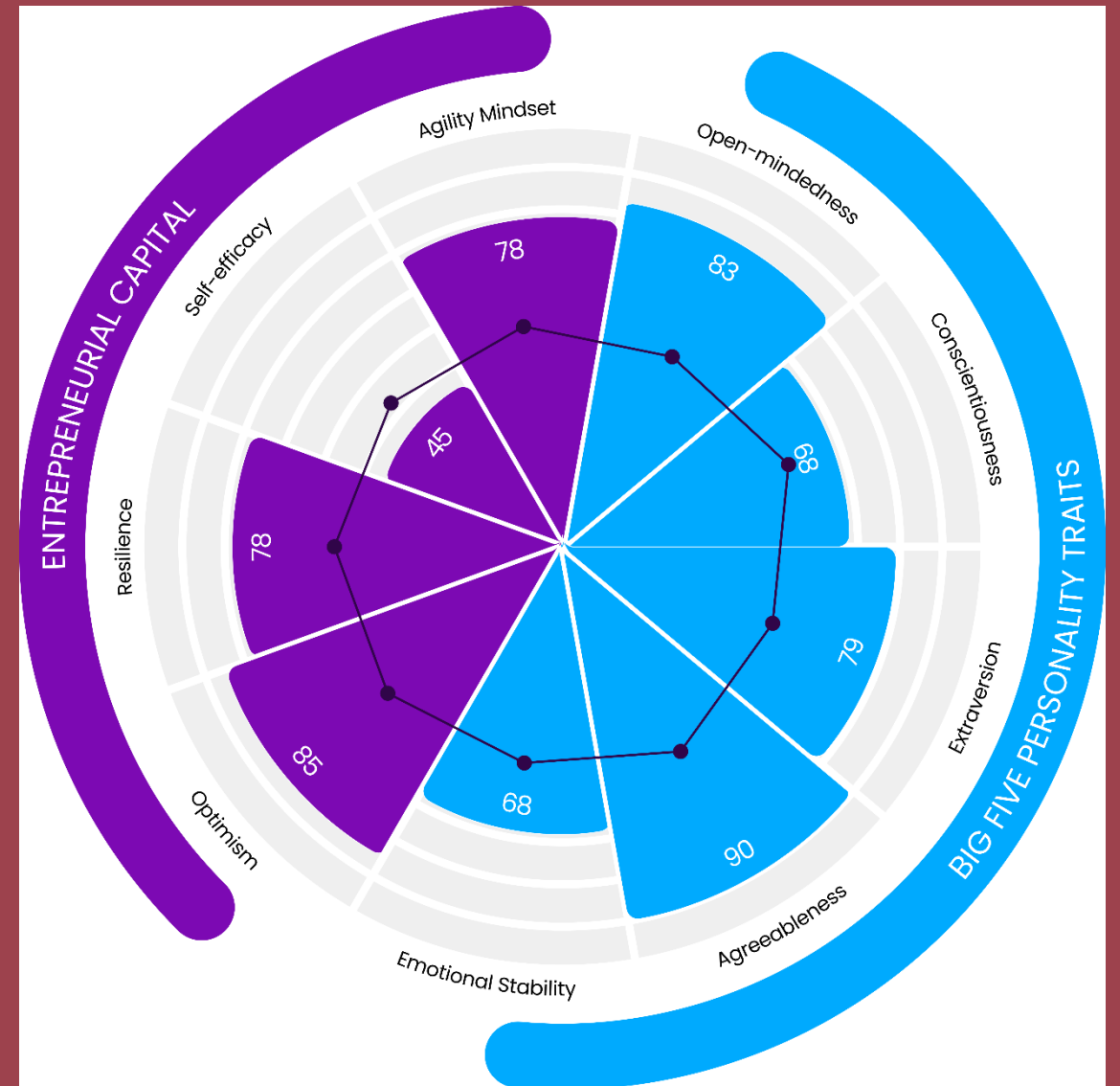


**Kick-off: [ZortifyGrow](#) – Individual Personality Assessment**

To attend this course you will need to complete the Individual Personality Assessment in advance.

A personality assessment based on traditional, well-researched psychometric analysis, combined with the latest and most advanced Artificial Intelligence, the Natural Language Processing technology.

Through the assessment the participants get an overview of their: Big Five personality traits, and Entrepreneurial Capital state i.e. Optimism, Resilience, Self-Efficacy and Agility Mindset.



**SESSION 1****Personality, Leadership and team building**

Date & Time: 6 May from 9 am to 12 pm

**Module Price** *(Includes 3 sessions & assessment test)*

**Members: 555 EUR + VAT**

**Non-Member: 710 EUR + VAT**

**Synopsis**

Explore the fascinating world of personality in our first module. This session offers a deep dive into your personality traits, revealing how they shape your leadership style and team dynamics. You'll discover your unique strengths and areas for development, learning to leverage these insights for more effective leadership and cohesive team building. Focused on harnessing the power of diverse personalities, this module empowers you to enhance team performance and nurture a diversified workplace culture.

*\*Prices subject to VAT (3%)*

<https://lpea.lu/academy/>

**Sophia Karlsson**

**Human Experience Consultant & Coach  
at Zortify**



Before starting my own business, I spent 20 years in the financial industry. I had a goal to climb the classic career ladder, but I realized more and more for each year how much stronger engagement and passion I had for the people I worked with over the financial products and regulations.

Today I help professionals grow both as individuals and leaders by exposing them to their natural strengths and behavior. I work with teams and organizations who are ready to increase their motivation and productivity levels through honest communication and authentic leadership.

Personal mantra:

*"If you prioritize and invest in your people, they will do everything to help you succeed."*

**SESSION 2****Interpersonal communication**

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Date & Time: 8 May from 9 am to 11 am

**Module Price** *(Includes 3 sessions & assessment test)*

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**Members: 555 EUR + VAT**

**Non-Member: 710 EUR + VAT**

**Synopsis**

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In the second module we will dive deeper into the art of interpersonal communication, a vital skill for every leader. In this engaging workshop, you'll explore the impact of diverse personality types on communication methods. Learn strategies to enhance understanding and patience across varied communication styles, and how to use your unique strengths to boost your influence.

This session aims to make you more aware of your communication style, encouraging you to connect more effectively with your team and lead with empathy and clarity.

*\*Prices subject to VAT (3%)*

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**SESSION 3****Thriving under pressure: How to Strengthen Yourself as a Leader**

Date & Time: 13 May from 9 am to 12 pm (+ *Lunch*)

**Module Price** (*Includes 3 sessions & assessment test*)

**Members: 555 EUR + VAT**

**Non-Member: 710 EUR + VAT**

**Synopsis**

The third module, designed for middle managers, focuses on resilience and self-efficacy conviction, crucial for navigating today's business challenges. You'll learn to manage stress, bounce back from setbacks, and believe in your own capacity to achieve your goals.

Get more insights on how to lead your team to success with strategies that promote a thriving work environment. Gain the tools to foster a resilient, confident workforce ready to face the future.

*\*Prices subject to VAT (3%)*

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Zortify is a HR Tech company from Luxembourg, which is revolutionizing HR work in companies with AI based employee diagnostics. Their mission: to open up a whole new world of employee insights for HR professionals with the help of AI, helping them to do their best possible work so that people and companies can thrive.

The 25-strong team around the founders Dr. Marcus Heidbrink and Prof. Dr. Florian Feltes conquers the HR departments of SMEs and large corporations from the heart of Europe. Their customers include Mitsubishi Electric, Thalia and Salonkee who use Zortify's AI-diagnostics to place the right people in the right positions at the right time, improve their teamwork and shape their culture. In 2022, Zortify was awarded "Rising HR Tech of the Year" and is also officially accredited as a research institute.