

*Torque*

# LEARNING CATALOGUE

2022



# WHAT ARE THEY?



The Torque Corporate Classes are a series of soft skill & personal development eLearning packages to allow your employees to grow & develop a deeper understanding of themselves & others.

Our classes are designed to fit in with your ongoing employee learning, supplementary learning or as an onboarding series.

They are developed in conjunction with a wide range of subject matter experts, so you can rest assured that your employees receive content from a broad and diverse team.



**There are many benefits to choosing to expand your learning from the catalogue:**

1. Plug 'n play and ready to go - no time for development
2. It can be easily customised with additional content, policies or videos from your organisation
3. Available in your Corporate Identity
4. A range of subjects is available, which are expanded upon monthly.
5. You can select the bundles in any combination - tailor-make the learning to achieve your objectives!
6. Available on our Learning platform & app as a bulk enrolment, OR you can purchase the SCORM files on your existing Learner Management System.

**BENEFITS**

# CATEGORIES

## Learning Content Categories:

1. Diversity, Equity, Inclusion and Belonging focus
2. Power Skills and Self-development
3. Financial Literacy
4. Business Skills
5. Compliance Courses
6. Health & Wellness Focus



## DIVERSITY, EQUITY, INCLUSION & BELONGING FOCUS CATALOGUE



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Diversity, Equity and Inclusion work is not easy. It is not a single day workshop - it requires each person to have space and time to work through their feelings and journey. Our range of courses takes the learner through key concepts, sets common language and presents scenarios to challenge learners.

### Courses in this section:

1. An Introduction to DEI
2. Cultural Intelligence (CQ)
3. Bias 101
4. Disability Awareness
5. Queer: Understanding the language of LGBTQIA+
6. Situational Awareness: Combating GBV
7. Understanding Unconscious Bias
8. Beliefs, Values and Attitudes
9. Courageous Conversations: handling conflict
10. Diversity, Equity and Inclusion Toolkit (12 Modules)
  - Module 1 - What is DEI? Understanding the concepts
  - Module 2 - The Benefits of DEI
  - Module 3 - What is your part in DEI?
  - Module 4 - Psychological Safety
  - Module 5 - Introduction to beliefs, values & attitudes
  - Module 6 - Bias
  - Module 7 - Introduction to Racial & Ethnic diversity
  - Module 8 - Introduction to Cultural diversity
  - Module 9 - Gender diversity
  - Module 10 - Sexual diversity
  - Module 11 - Disability awareness
  - Module 12 - Courageous conversations
11. Train the Trainer
12. Sexual Harassment (South Africa)

## POWER SKILLS & SELF-DEVELOPMENT



We don't believe that these skills are 'soft' - we believe that they bring power and development to the individual as well as the organisation.

### Courses in this section:

1. Emotional Intelligence
2. Personal Branding
3. Cultural Intelligence (CQ)
4. Entrepreneurial Mindset
5. Changing your mindset: Imposter Syndrome
6. Changing your mindset: Values and Beliefs
7. Changing your mindset: Appreciative Inquiry
8. Introduction
9. The power of Journalling
10. Drowning prevention - keeping water safe

# FINANCIAL LITERACY

The benefit of financial literacy is that it empowers us to make smart financial decisions. It provides the knowledge and skills we need to manage money effectively—budgeting, saving, borrowing, and investing. This means that we're better equipped to reach our financial goals and achieve financial stability as well as support the business in its financial endeavours.

## Covering:

- Lesson 1: Introduction to personal finance
- Lesson 2: Money Blueprint
- Lesson 3: My financial life & goal setting
- Lesson 4: Savings
- Lesson 5: Investing
- Lesson 6: Budgeting
- Lesson 7: Debt
- Lesson 8: Protect my assets
- Lesson 9: Tax & Insurance
- Lesson 10: Estate planning
- Lesson 11: How to talk to kids and teens about money
- Lesson 12: Making money



## BUSINESS SKILLS



These courses are aimed at bringing basic business skills to your organisation - quick, micro-learning when you need it most!

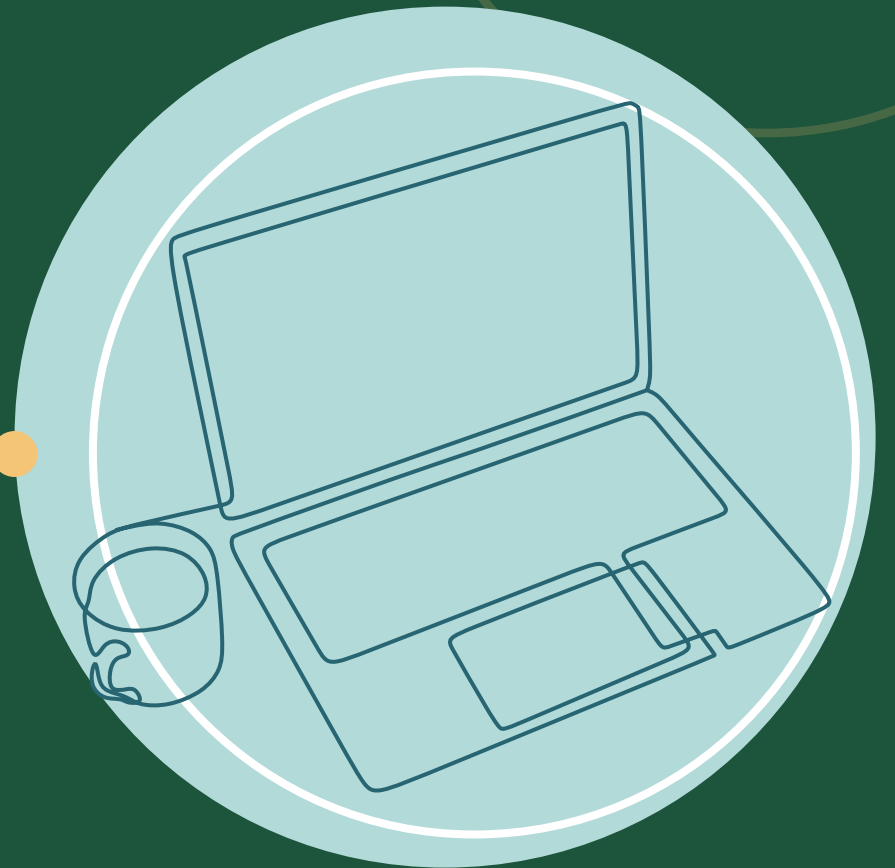
1. Time management
2. An Introduction to Business Etiquette



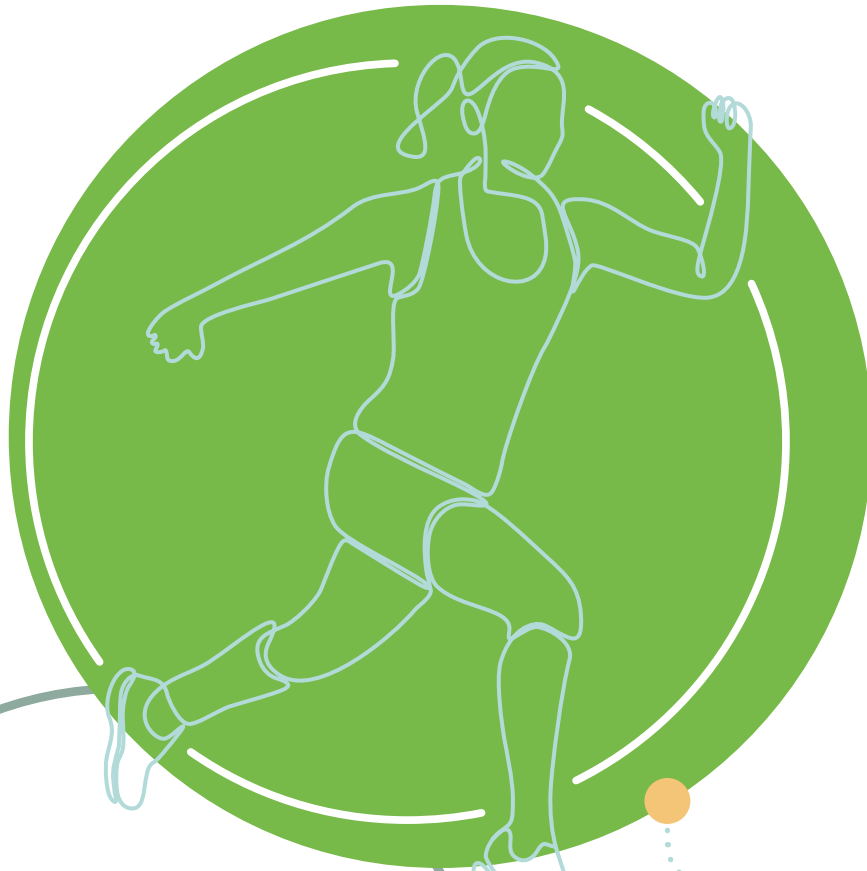
## COMPLIANCE COURSES

These courses are available as they are based on South African law, or customised to include specific references to your unique policies and procedures!

1. Sexual Harassment
2. POPIA - an introduction



## HEALTH & WELLNESS



Keeping employees well and healthy is no longer a “nice to have” and providing health and wellness learning is essential. We weave in your unique benefit stack here to provide learning that is relevant, quick and impactful.

1. Breast Cancer
2. Testicular Cancer
3. Drowning prevention
4. Emotional Regulation
5. Health & Wellness Toolkit
  - a. Emotional Regulation
  - b. Basics of Nutrition
  - c. Hydration
  - d. Managing Burnout
  - e. The Joy of Journaling
  - f. MyFitness - getting fit at home

# CONTACT US

We love a chat over a cup of tea and a slice of cake so feel free to contact us!

## TORQUE OFFICES |

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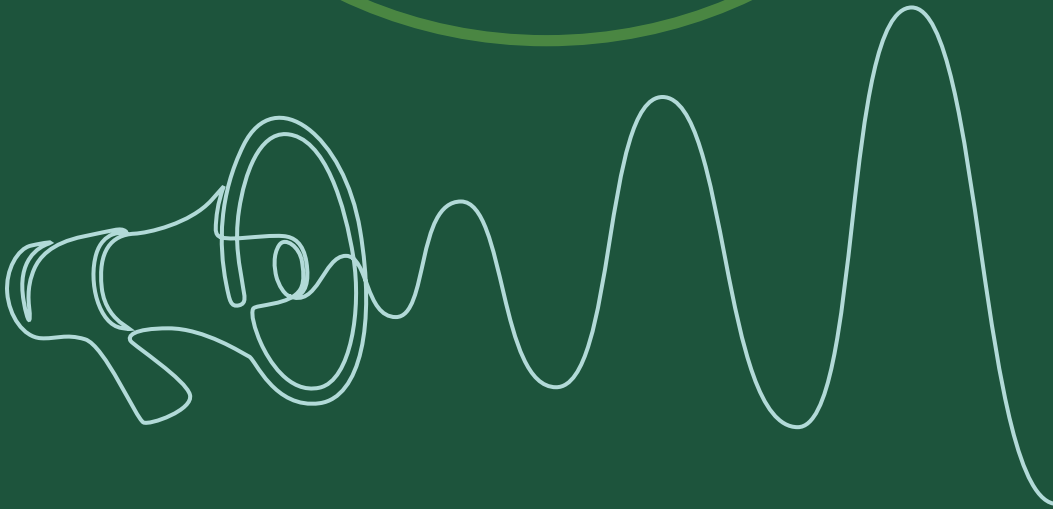
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