

SMARTIA Training Model

S	Specific	Tailor-made trainings for individuals and companies, based on preliminary consultation. One session includes 4×45 minutes with breaks.
M	Measurable	Development is measurable through a mentoring process. Feedback and evaluation modules are available on request, optionally supported by a written summary.
A	Attainable	Realistically executable, tool-based work. Applied elements include pastel, paint, music, and drama techniques.
R	Relevant	Content aligned with real and current organizational needs. Keywords: cultural intelligence, resilience, burnout, restructuring, flow, community building, innovation.
T	Timely	Time-structured sessions: weekly or bi-weekly rhythm, available in morning or afternoon blocks.
I	Inclusive	Inclusive, intercultural perspective. Participants receive personal creative toolkits for longer mentorship-based programs.
A	Aligned	Aligned with both personal and organizational values. Goal-oriented development with psychological safety and leadership self-reflection.