



Corporate Training

Catalog 2026

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Why DBON for Corporate Learning?

Specialists in Change. Experts in Capability Building. Focused on Real-World Impact.

At DBON, we don't just deliver training — we build the capabilities your people need to lead and support transformation.

As specialists in change, leadership, and organizational transformation, we design and deliver training in the context of real business challenges.

Whether you're driving a digital agenda, rolling out a new operating model, or reshaping culture, our programs equip your teams with the mindset, tools, and behaviors to succeed.

What sets us apart?

Deep Expertise in Change & Transformation: Our training is grounded in 20+ (and going) years of hands-on experience guiding organizations through complex transformation. We know what it takes to turn learning into action.

Senior-Level Facilitation: All sessions are led by experienced consultants and facilitators — no handoffs to junior trainers or off-the-shelf content.

Business-Relevant & Practical: Every session can be designed to align with your strategic priorities. Customized or the standard program: Participants always leave with practical tools they can apply immediately.

Interactive, Not Just Informative: We use real cases, reflection, and collaborative exercises to make learning stick and shift behavior.

Tailored for Your Journey: Our foundational sessions often serve as a starting point. From there, we can co-create advanced or role-specific learning programs, workshops, or coaching interventions based on your needs.

Learning That Drives Change: Whether it's AI skills, leadership mindset, or change management capabilities, our training directly supports your transformation goals.

With DBON, learning is not a side activity — it's a core lever for change.

“The DBON facilitator designed and guided our strategy workshops with extreme precision. He created a space where the entire leadership team felt comfortable opening up and contributing. It felt like we'd known him for years from the moment the session started.”

— Markus Olschewsky
Project and Finance Director, TenneT

Our Faculty



Gunnar Jaschik
Partner, DBON Advisory

Gunnar brings over 20 years of experience in organizational transformation, change leadership, and digital enablement. He has led complex change initiatives across industries and regions and is passionate about helping leaders and teams build the mindset and capabilities needed to succeed in times of change.

At DBON, Gunnar designs and delivers practical, high-impact learning experiences — from executive alignment workshops to AI productivity sessions. His facilitation style is engaging, insight-driven, and always grounded in real-world application.

Gunnar is also a senior lecturer for Learning and Change Leadership at the Singapore Human Resources Institute (SHRI).

Relevant Certifications include: Prosci® Change Practitioner, Certified Solution Focused Coach, ACLP, Hogan, DISC, and 5 Dimensions of the Growth Mindset



Barat Vinayakan
Partner, DBON Advisory

Barat is a leadership and talent development expert with 15+ years of experience shaping people strategies and building organizational capabilities across sectors like FMCG, tech, and manufacturing.

He specializes in team effectiveness, early-career development, and leadership competency-building.

Barat's sessions blend structure with adaptability, using psychometric tools and experiential learning to help individuals and teams unlock their potential during transformation.

Relevant Certifications include: MBTI®, FIRO-B®, Saville, DISC, and Thomas-Kilmann Conflict Mode Instrument (TKI)

“Thanks for being an inspiration. I’m now seriously exploring a career move into change management and L&D — your session sparked that curiosity.”

— Mid-Career Professional, Postgraduate Change Leadership Program Participant



Digital Leadership & Management

Management in the Age of AI

4 hours; Online/Classroom

(up to 30 pax)

A practical, manager-focused session on how to lead teams, make decisions, and maintain performance in an AI-enabled workplace — where work is faster, more polished, but less transparent.

Who is this for?

- Managers and team leads at all levels
- Functional leaders accountable for team delivery and outcomes
- Managers leading teams already using AI tools such as Copilot or ChatGPT
- Professionals stepping into people or leadership roles

Session Focus

This interactive session explores how AI is changing the day-to-day work of managers — and what that means for effective leadership and accountability.

Participants learn how to:

- understand where AI is already shaping work in their teams
- maintain oversight when effort and thinking become less visible
- define clear expectations and guardrails for AI-supported work
- use AI themselves to structure decisions, prepare communication, and gain better insights
- encourage teams to experiment with AI in a safe and structured way to improve performance and innovation

The session focuses on **practical management application**, not technical AI skills.

Key Benefits

- Understand how AI is reshaping managerial work and expectations
- Learn how to balance speed, quality, and risk in AI-supported work
- Strengthen judgment when reviewing AI-generated outputs
- Use AI more effectively in day-to-day management tasks
- Enable teams to innovate with AI without creating unmanaged risk
- Leave with clear, actionable next steps

~~SGD 4,500~~ **3,150***

*online delivery / first-time customer

Change & Transformation

Change Management Foundation

8 hours, F2F (up to 30 pax); Online (up to 40 pax)

Participants learn key CM frameworks to drive and improve the success of transformational initiatives.

Who is this for?

- Leaders and professionals new to change management
- Project managers and transformation team members supporting change initiatives
- HR, L&D, and internal communications staff involved in organizational change
- Functional leaders seeking to better understand the change process

Session Focus

This introductory session provides a solid grounding in the principles and frameworks of change management.

Participants explore the human side of change, common reactions to change, and success factors for leading transformations. Key models such as Kotter's 8 Steps, ADKAR, and the Change Curve are introduced with relatable examples and discussion.

Key Benefits

- Understand the fundamentals of successful change management
- Learn to identify and manage typical reactions to change
- Gain a shared vocabulary and conceptual toolkit for change initiatives
- Improve alignment and coordination across change efforts
- Build awareness of the leader's role in enabling change

Change & Transformation

Change Management Practitioner

16 hours; F2F (up to 20 pax); Online (up to 20 pax)

Participants deepen their change management expertise with practical application to real-world scenarios.

Who is this for?

- Change managers and transformation leads
- Experienced project managers or PMO members driving complex change
- HRBPs and OD professionals tasked with leading or supporting major transitions
- Business leaders accountable for delivering change outcomes

Session Focus

This immersive, practice-based training goes beyond theory to build practical skills in planning and implementing successful change.

Participants work in teams on a realistic case study to apply tools such as stakeholder analysis, change impact mapping, communications planning, and resistance management.

The session builds confidence in navigating complex dynamics and designing fit-for-purpose change interventions.

Key Benefits

- Translate change theory into actionable strategies and plans
- Practice using change management tools on realistic scenarios
- Improve stakeholder engagement and communication effectiveness
- Learn to anticipate resistance and proactively address adoption risks
- Leave with a practical toolkit to use on your own change projects

Transformational Leadership:

The Leader as Coach

4 hours; F2F (up to 30 pax); Online (up to 60 pax)

Participants learn and apply coaching principles to become more effective leaders.

Who is this for?

- Mid- to senior-level managers seeking to strengthen their leadership style
- Team leads and project managers responsible for developing others
- Business unit heads aiming to build high-performing, autonomous teams
- HR and people managers involved in coaching or talent development

Session Focus

This session introduces leaders to the foundational principles of coaching and how to apply them in everyday leadership situations.

Participants will learn how to shift from giving advice to asking powerful questions, how to listen actively, and how to support employees in unlocking their own solutions.

Practical frameworks and techniques for conducting coaching conversations will be covered.

Key Benefits

- Gain a coaching mindset to empower and develop team members
- Improve communication, trust, and engagement across the team
- Learn to lead through questions and curiosity rather than command and control
- Develop the ability to hold more effective performance and development conversations
- Foster a culture of accountability and continuous growth

Transformational Leadership

Transformational Leadership Foundation

8 hours; F2F (up to 20 pax); Online (up to 20 pax)

Participants explore their pivotal role in leading change and learn how to effectively support transformation at every stage using the “4 Chords of Change Leadership” framework.

Who is this for?

- Mid- to senior-level managers and team leads stepping into change-driving roles
- Project and transformation leads managing cross-functional teams
- Functional leaders navigating organizational change
- HR and talent professionals supporting leadership development

Session Focus

This foundational session helps leaders understand that they are not just observers but active enablers of transformation.

Using the “4 Chords of Change Leadership” framework — Aspiration, Inspiration, Execution, and Cultivating — participants explore what’s required of them at different stages of change.

Through reflection and practical scenarios, they gain clarity on how to guide, motivate, and support their teams through uncertainty and transformation.

Key Benefits

- Recognize your critical role in enabling successful change
- Understand how leadership behaviors must evolve through different phases of transformation
- Learn to apply the 4 Chords of Change Leadership to real-life challenges
- Strengthen your ability to inspire, align, and sustain team performance during change
- Leave with practical insights to lead with purpose and confidence in times of transition

Transformational Culture

Digital Mindset Development

4 hours; F2F (up to 30 pax); Online (up to 60 pax)

Participants explore relevant digital trends in their industry or function, develop a clear understanding of their organization's digital agenda, and are encouraged to actively contribute to shaping it.

Who is this for?

- Functional and business leaders navigating digital transformation
- Teams supporting or impacted by digital initiatives
- Professionals in operations, marketing, HR, finance, and other functions undergoing digital change
- Transformation, innovation, or strategy leads driving digital agendas

Session Focus

This session builds awareness of what digital really means in a business context and why mindset matters as much as technology.

Participants explore key trends shaping their industry or role, reflect on the organization's digital strategy, and identify how they can contribute meaningfully to its success.

The focus is on developing curiosity, adaptability, and a proactive approach to change.

Key Benefits

- Build confidence in engaging with digital transformation topics
- Recognize how digital trends impact your role, team, and industry
- Align personal and team behaviors with organizational digital priorities
- Foster a culture of learning, experimentation, and innovation
- Encourage ownership and contribution to the digital agenda

Transformational Culture

Understanding and Applying a Growth Mindset at Work

4 hours; F2F (up to 20 pax); Online (up to 20 pax)

Participants explore the growth mindset and its impact on performance in areas like innovation and agility, with optional assessments.

Who is this for?

- Professionals and managers navigating change, innovation, or digital transformation
- Team leaders looking to foster resilience and adaptability in their teams
- HR and L&D professionals promoting learning and development initiatives
- Cross-functional teams aiming to improve collaboration and openness to feedback

Session Focus

This session helps participants understand the difference between fixed and growth mindsets and how mindset shapes behavior, learning, and performance.

Through reflection, case examples, and optional assessments, participants identify their own mindset patterns and explore practical ways to foster a culture of growth, experimentation, and learning in the workplace.

Key Benefits

- Understand how mindset influences performance, collaboration, and innovation
- Learn strategies to shift from a fixed to a growth mindset
- Build resilience and openness to feedback and continuous improvement
- Foster a team culture that embraces learning, experimentation, and agility
- Enhance personal and team capacity for change

Your Investment

New client offer - 30% off*

We offer clear, fixed pricing for our high-impact, ready-to-run training programs — delivered by senior consultants with real-world experience in leadership, change and transformation.

Session Duration	Online Classroom	Face-to-Face Delivery
2.5 hours	3,500 2,450	4,000 2,800
4 hours (Half-day)	4,500 3,150	5,000 3,500
8 hours (Full-day)	8,000 5,600	9,000 6,300
16 hours (2 days)	14,000 9,800	16,000 11,200

Notes:

- Prices apply to group sizes as listed in the training catalog
- Minor tailoring included; deeper customization available on request
- Face-to-face sessions may incur additional travel or venue costs (charged at actuals). Clients are responsible for room booking and on-site logistics.
- No GST applicable
- **Available for first-time clients booking their initial DBON Academy session.*

Looking for Scalable or Budget-Friendly Options?

We also offer a streamlined Essentials tier for clients who are rolling out sessions at scale or seeking a more cost-conscious option. These sessions use DBON's core content in a simplified format, delivered without additional customization or follow-up.

Contact us for more information and tailored pricing for Essentials sessions.

"The trainer was very engaging in class, with lots of experience and great sharing. He always brought in real-life examples that made the content easy to understand and apply."

— Training Participant, Change Leadership Program

Let's Talk

Whether you're planning a leadership offsite, looking to strengthen your change capabilities, or simply want to explore how learning can support your transformation goals — we'd love to hear from you.

We're happy to answer questions, share ideas, or help you design the right learning path for your team.

Contact us:

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