

FY26 · Mauritius Learning Catalogue

Learning that changes what people do at work.

Experiential, behaviour-change learning for Mauritius enterprises
— designed for the AI & Gen Z era. Delivered end-to-end.



Experiential · Behaviour-change · Mauritius

Training happens. Change often doesn't.

Force 01 — The skills reset

Half the skills you hired for will move.

By 2030, **39% of workers' core skills** will be disrupted — yet only half of employees say they get the training they need to keep up.

Source: World Economic Forum, Future of Jobs Report 2025.

Force 02

Awareness ≠ behaviour change.

A workshop teaches the concept in an hour. Changing how people **act on Monday** takes design, reinforcement, time.

Source: FocusU positioning — focusu.com.



The upside on the other side

**When learning changes behaviour,
teams move like this.**

AI can teach the concept. Only humans can change *what we do.*



Two forces are quietly rewriting every L&D playbook. Our programs are built for both — and refuse to pick between them.

FORCE • AI IN THE ROOM

We bring AI *into* the room, not instead of it.

Prompt-craft. Sparring partners. AI critique layers. Every workshop uses AI to make thinking sharper — never to replace the human debate that produces the shift.

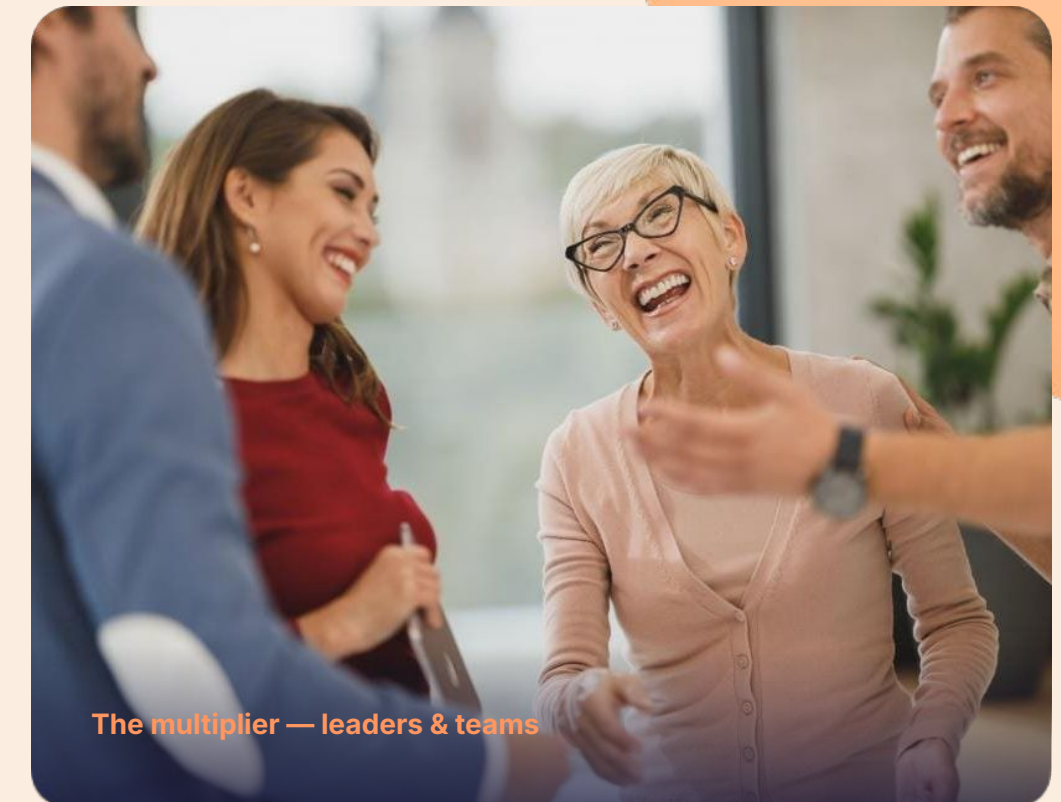
FORCE • GEN Z AT THE TABLE

Short-form. Mobile-first. Applied.

76% of Gen Z say learning is critical to a great career — but they expect it delivered the way TikTok delivers, not the way HR usually does. We design for that.

We build behavior, not just awareness.

Every FocusU intervention travels the same stack.
Skip a layer and the change collapses under pressure.



01

Individual

Self-awareness, mindset, personal effectiveness. Where every real change starts.

02

Team

Trust, feedback, psychological safety — the moving parts of a high-performance team.

03

Leaders

Presence, decision-making, coaching muscle. The multiplier layer of any organisation.

04

Culture

Values, inclusion, shared vision — the way behavior compounds across the whole company.



OUTDOOR TEAMWORK

“Two peers wrestling with the same problem produce insight neither could reach alone. AI can't sit in that room.”

— The FocusU manifesto

Chapter 03 · The FocusU vibe

We don't lecture. We *stage* it.

Experiential learning is not "make the training more interactive." It is a rewiring of how humans change. Learners **do** before they hear the theory — because behaviour follows lived experience, not slides.

Activity first

Simulation, role-play, outdoor stagecraft — before any theory frame.

Debrief heavy

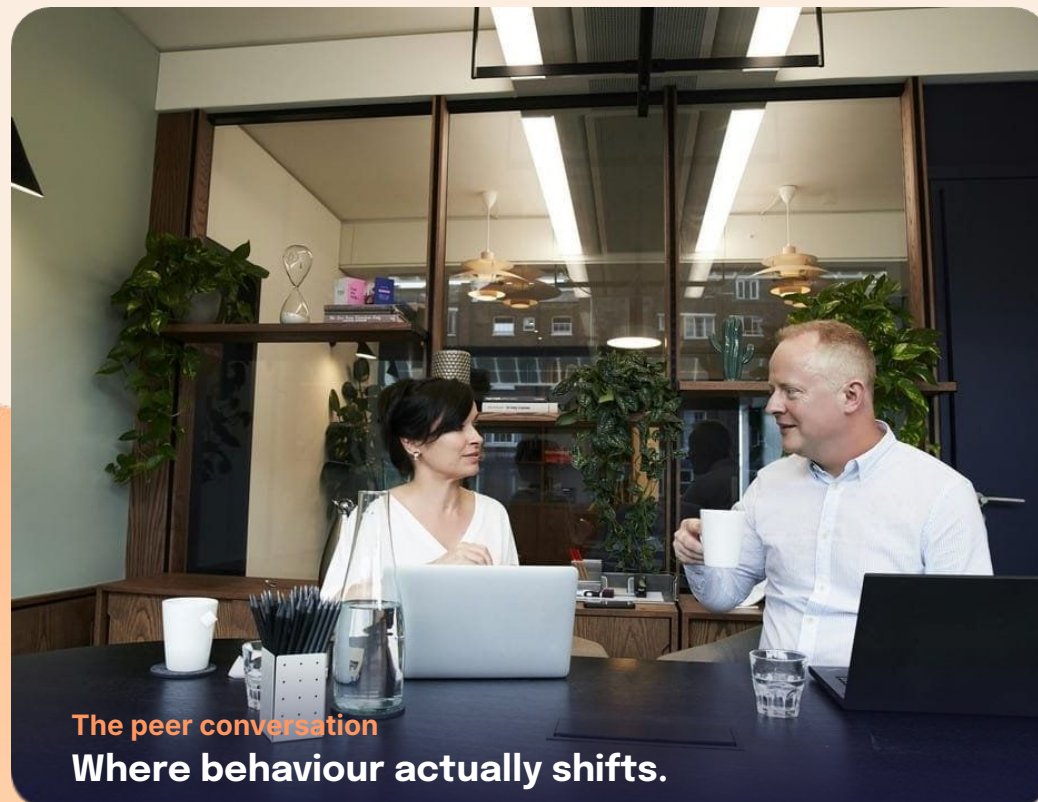
The activity is the door. The debrief is where the behaviour actually shifts.

Serious-fun

Play as method. Rigour as respect. Neither on its own is enough.

People remember **10%** of what they read. **75%** of what they *do*.

That gap is why experiential learning wins. And it's where AI becomes a **multiplier** — not a substitute — for the human room.



AI

as sparring partner

Rehearse the hard conversation.

Practise a difficult feedback moment with an AI role-play before the human debrief. Failure is free. Then bring the real room.

AI

as reflection coach

Ask better questions of yourself.

The Mind-Nudger journal challenges your assumptions between sessions. Turns a workshop into a 30-day inner dialogue.

AI

as pattern-spotter

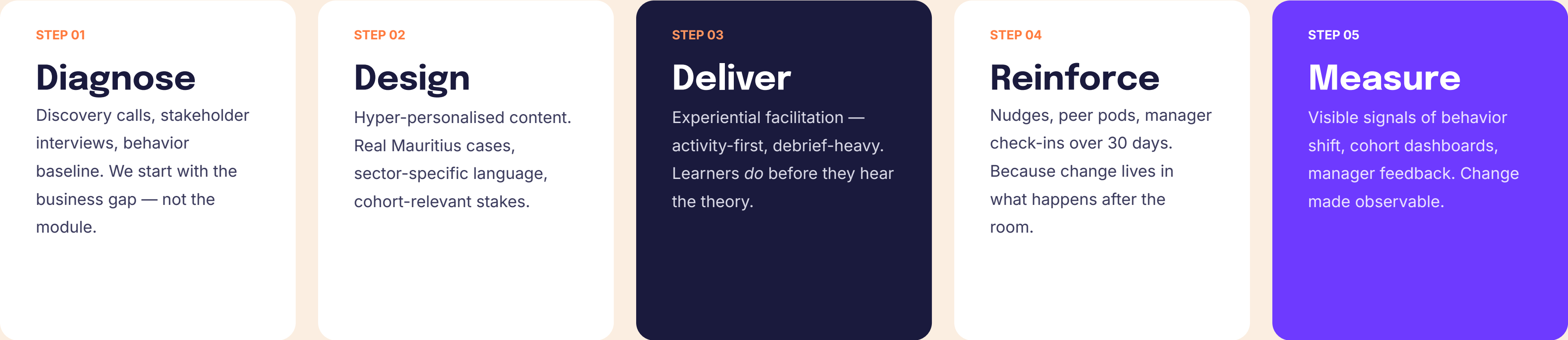
See what the cohort is really saying.

Themes across 100 reflections, surfaced in minutes. What used to be a manager's hunch is now cohort evidence.

Five moves. **One outcome:** change that shows up on Monday.



Plus — we run **end-to-end logistics** and manage **HRDC / MQA paperwork**, so your L&D team can lead the program, not chase the invoice.



You lead the program. We run everything else.

Great learning fails on bad logistics. Our promise is a seamless, white-glove operation — so your L&D team can focus on outcomes, not on chasing venues, printers, or HRDC forms.



- 01

Discovery & scoping

Stakeholder calls, needs mapping, design brief.
- 02

Content & case design

Mauritius-relevant cases, cohort-specific stakes.
- 03

Venue & production

Rooms, AV, materials, catering, badges — sorted.
- 04

Facilitation

Trained experiential facilitators — on-island team.
- 05

30-day reinforcement

Nudges, peer pods, manager check-ins.
- 06

HRDC & MQA

Approvals, forms, refund tracking — managed.

Our promise – **if the room doesn't run smoothly, you don't pay.** Unconditional. On every engagement.

Forty-four programs. Five capability areas.

Mix and match. Combine into journeys. Every module runs as a standalone workshop or slots into a longer program.



Programs, unpacked in the room

01

Personal Effectiveness

14

programs

Sharper thinking, better decisions, cleaner conversations.

02

Performance Management

11

programs

Accountability, coaching, and getting the number.

03

Diversity, Equity & Inclusion

5

programs

Inclusive leadership, unconscious bias, equitable voice.

04

Change

5

programs

Leading, orchestrating, and landing organisational change.

05

Leading Teams

9

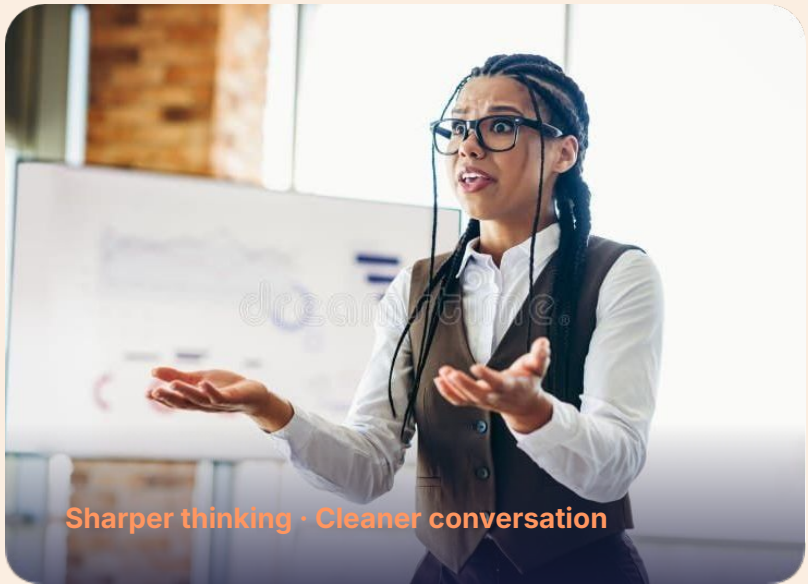
programs

Trust, vision, and how high performance actually happens.

Portfolio 01 · 14 programs

Personal Effectiveness.

Sharper thinking, better decisions, cleaner conversations — the operating system every individual contributor needs to lead themselves.



★ FLAGSHIP

Critical Thinking

Teach teams to debate the model — not each other. Reduces the tax of bad decisions on delivery timelines.

Also flagship

Presenting with Impact · Having Tough Conversations · Mastering Negotiation

Full menu — 14 programs

- Spark Your Creativity
- Getting Past No
- Influencing Others
- Having Tough Conversations
- The Gift of Feedback
- Nurturing a Growth Mindset
- Building Networks
- Mastering Negotiation
- Presenting with Impact
- Handling Conflict
- Managing Your Time Better
- Better Defensible Decisions
- Critical Thinking
- Build Your Business Simulation

Performance Management.

Accountability without fear. Coaching without softening. The muscle that turns targets into rhythm — and rhythm into results.



★ FLAGSHIP

Driving Accountability

See it, own it, solve it, do it. Turns delivery intent into weekly cadence — and manager reviews into forward motion.

Also flagship

**Coaching for Performance ·
Motivating Your Team · Goal
Setting**

Full menu — 11 programs

- Driving Accountability
- Coaching for Performance
- Bouncing Back
- Different Folks, Different Strokes

- Achieving Targets
- Performance Turnaround
- Displaying True Grit
- Finding Your True North

- Motivating Your Team
- Making Better Achievement Happen
- Goal Setting

Portfolio 03 · 5 programs

Diversity, Equity & Inclusion.

Beyond posters and policies. Practical inclusion habits leaders and teams can actually adopt — starting with the next meeting.



★ FLAGSHIP

Leading Inclusively

Psychological safety, equitable voice, active listening. Practised in the room, then observed for 30 days.

Also flagship

**Fighting Unconscious Bias ·
Micro-aggression**

Full menu — 5 programs

- Embracing DEI
- Building Collaborative Partnership

- Leading Inclusively
- Fighting Unconscious Bias

- Micro-aggression

Portfolio 04 · 5 programs

Change that lands.

Human-centred change: clarity, respect, emotional support. Because transformation succeeds — or fails — one team at a time.

Change that people actually celebrate

Often runs paired with a values cascade or town-hall program.

Full menu — 5 programs

★ FLAGSHIP

Leading Change

The senior-leader playbook for making change visible, credible, and inevitable.

Orchestrating Change

For mid-managers translating strategy into weekly team rhythm.

Managing Change

Practical toolkit for the people-in-the-middle carrying the load.

Agile Leadership

Leading with iteration, feedback loops, and calibrated confidence.

Building Belief

The internal-conviction work that has to happen before behaviour follows.

Leading Teams.

Trust, vision, and how high performance actually happens. Because a team can only outrun what it is willing to say out loud.



★ FLAGSHIP

Building High Performance Teams

The clean-slate reset most leadership teams need — trust, cadence, and honest calibration.

Also flagship

Psychological Safety · Shared Vision · Strategic Thinking

Full menu — 9 programs

- Innovation Mining
- Creating a Shared Vision
- Strategic Thinking

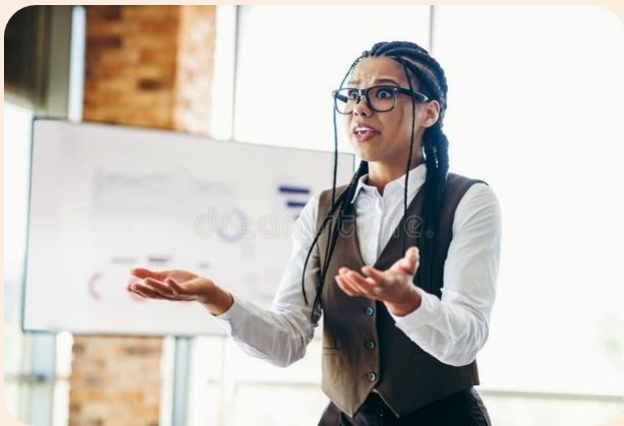
- Find Your Way
- Leading Teams
- Aligning Different Perspectives

- Building High Performance Teams
- Building Psychological Safety
- Exploring Values

Workshops are useful.

Journeys change behaviour.

Four sample pathways — combine 3-5 modules with a 30-day reinforcement trail. Every journey is co-designed with your team.



A journey shows up in Monday behaviour
Four moments across a 4-month cadence.

JOURNEY 01 • 4 MONTHS • BLENDED

The First-Time Manager

Motivating Your Team → Coaching for Performance → The Gift of Feedback → Driving Accountability
→ Handling Conflict

JOURNEY 02 • 3 MONTHS • IN-PERSON + COACHING

Senior Leader Reset

Critical Thinking → Strategic Thinking → Creating a Shared Vision → Having Tough Conversations
→ Leading Change

JOURNEY 03 • 3 MONTHS • TEAM COHORT

Inclusive Team Habit

Embracing DEI → Fighting Unconscious Bias → Micro-aggression → Leading Inclusively → Building Psychological Safety

JOURNEY 04 • 4 MONTHS • CASCADE

Change That Lands

Building Belief → Leading Change → Orchestrating Change → Managing Change → Agile Leadership

“*Dynamic, professional, caring.*”

“We had a warm welcome from FocusU. The team is dynamic, professional and caring. We spent a great time with our colleagues. We had fun and learned much from each other.”

— A Mauritius client, on a FocusU learning session

Source: focusu.com/mu — testimonial snippet.

Warm

Cohorts open up because the room is safe.

Rigorous

Every activity ladders to a business behaviour.

Fun

Play as method. People remember what they enjoyed.

Attribution: quote paraphrased from a published Mauritius client testimonial on focusu.com/mu.



Serious-fun · Editorial-warm
It doesn't feel like training. That's the point.



A FocusU learning session · Mauritius

Where teams stop performing and start being honest.

Chapter 10 · Proof from the island

Trusted by leaders across Mauritius.

Financial services, hospitality, telecom, retail, professional services — Mauritius teams have chosen FocusU to run leadership retreats, learning journeys, and engagement workshops.

CLIENT · CONSULTING

Accenture

Critical Thinking & Change workshops — testimonials from Team Accenture and Soufiyah.

CLIENT · HOSPITALITY

One & Only Le Saint Géran

Leadership Retreat — testimonial by Dimitri Delepierre.

CLIENT · TELECOM

Orange

Learning journey — testimonial by Frédéric Le Letty, Managing Director.

CLIENTS · FINANCIAL & HR SERVICES

Absa · Futta · SD Worx

Team-bonding & engagement — Vaneesha Gungabissoon, Pravind Luximon.

Pricing built for your team size, indicative prices

TIER 01 0–10 Pax HALF DAY Rs 18,000 FULL DAY Rs 22,000 JOURNEY (3 half days) Rs 50,000	TIER 02 11–20 Pax HALF DAY Rs 15,000 FULL DAY Rs 20,000 JOURNEY (3 half days) Rs 45,000	INCLUSIONS Price Includes ✓ Workshop Handouts ✓ Photos and Videos ✓ Gifts for participants ✓ AI journal ✓ HRDC Approved * No venue included
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From “great session” to visible change at the desk.

Why FocusU Mauritius

- **Hyper-personalised** design — every cohort, every sector, every Monday.
- **Experiential facilitation** — activity-first, debrief-heavy, no death by slide.
- **Seamless organisation** — venues, materials, catering, HRDC/MQA paperwork.
- **Built for the AI & Gen Z era** — short-form, applied, mobile-native.



NEXT STEP

A 45-minute discovery.

Bring your top three learning priorities for the next quarter. We'll return with a shortlist of programs and a draft journey design.

hello@focusu.com

focusu.com/mu