

# The People Driven Culture



Where global learning drives human growth.

2022 PORTFOLIO

## Learning Experiences

## **FOREWORD**



**Luis Fernando Gonzalez**  
CEMEX University Manager

Dear learner

Five years ago, we launched CEMEX University as part of our commitment to a culture of continuous learning & development. By then work had already begun on our Health & Safety Academy and our first Commercial Academy.

Although we've come a long way since then, CEMEX University's goal remains unchanged: develop functional capabilities across CEMEX by partnering with our global areas to accelerate the development of our future leaders.

These past two years have been very unique and challenging. The global pandemic forced us to reinvent many aspects of our work, fortunately our digital L&D ecosystem had been envisioned to support remote learning since the beginning. CEMEX University lived up to this expectation delivering high quality learning resources to our employees despite all the emerging restrictions generated by this pandemic and today continues to be a key component of our Workforce Experience and a catalyst for growth & performance in our Company.

In line with this I'd like to share with you these recent enhancements to CEMEX University:

- **We have a new Academy.** Early in 2022, we introduced our new Sustainability Academy. It will help create a common understanding of our commitment towards a Sustainable Development.
- **We've partnered with getAbstract** to provide our learners with access to more than **22,000** summarized books, all available through CEMEX University.
- **We've renewed our partnership with Learnship** to provide access to multiple language courses such as English, Spanish, German, French, Arabic, and others.

It is my great pleasure to share with you our 2022 Learning Program portfolio. As you will see it is now made up of 7 Academies with over 40 different courses, many of which have been translated to other languages.

This year we will continue curating quality learning resources to help everyone understand and align to company strategy. I hope this document helps you plan your development actions for the year.

Sincerely

Luis Fernando Gonzalez  
CEMEX University

## Academies



**CXU://**  
**SUSTAINABILITY**  
**ACADEMY**



**CXU://**  
**CEMENT**  
**OPERATIONS**  
**ACADEMY**



**CXU://**  
**COMMERCIAL**  
**ACADEMY**



**CXU://**  
**CULTURE & VALUES**  
**ACADEMY**



**CXU://**  
**DIGITAL**  
**ACADEMY**



**CXU://**  
**SUPPLY CHAIN**  
**ACADEMY**



**CXU://**  
**HEALTH & SAFETY**  
**ACADEMY**

## Leadership Development Programs



**CXU://**  
**LEADERSHIP**  
**DEVELOPMENT**  
**PROGRAMS**

## Language Programs

**/learnship™/**

## Curated content for continuous learning





### **CXU:// SUSTAINABILITY ACADEMY**

#### **SUSTAINABILITY ACADEMY**

This year we are launching our Sustainability Academy, designed to offer a variety of contents of our CEMEX Sustainability Strategy and our commitment to the United Nations Sustainable Development Goals (UN SDGs). This new academy will start off with new learning experiences related to our Future in Action strategy, beginning with the Carbon Neutrality Essentials course.



### **CXU:// COMMERCIAL ACADEMY**

#### **COMMERCIAL ACADEMY**

With the introduction of the New Commercial Model, our Commercial Academy has been renewed with our new Program Leap – which will help our Sales Managers and Sales Advisors become more effective in their interactions with our customers. Leap will activate the One CEMEX Commercial Model throughout the organization, and it will instill a new and shared identity in the commercial teams, developing a Value Mindset, awaken a Passion to Win, a Curiosity about their markets and customers, and the Tenacity to get things done. LEAP is structured around 13 Key Interactions along Customer Journey.



### **CXU:// CULTURE & VALUES ACADEMY**

#### **CULTURE AND VALUES ACADEMY**

Through our Culture & Values Academy, we deliver specific concepts and knowledge about how we work in CEMEX. A learning experience made up of CEMEX specific content --such as Ethos, Understanding Confidentiality, Story lining & Slide writing and Unconscious Bias-- this academy is a valuable learning asset for anyone working in CEMEX, and of interest for those new employees joining CEMEX. The Culture & Values Academy also includes Takeoff, a learning experience specially designed for new employees that talks about who we are, what we stand for and where we are moving; it connects new employees to the people, our business, and provides the knowledge and the elemental tools for their success at CEMEX.



### **CXU:// CEMENT OPERATIONS ACADEMY**

#### **CEMENT OPERATIONS ACADEMY**

We created the CEMENT Operations Academy to help you understand what the Operative Model is all about. It includes all the information and processes you need to know to successfully manage your plant, your people and better support your customers. The Cement Operations Academy is built upon the knowledge and expertise of many successful Plant Directors. Another key component of the Academy is the Global Cement Operations Plant Director Handbook, which will become the go-to resource for Plant Directors.



### **CXU:// SUPPLY CHAIN ACADEMY**

#### **SUPPLY CHAIN ACADEMY**

Through the Supply Chain Academy Foundations Module, participants understand the way CEMEX defines and frameworks its supply chain process, along with the challenges and functional activities involved. Participants understand that all areas need to effectively work together and share key decisions to better serve customers and obtain the greatest value for CEMEX. They will understand how supply chain at CEMEX supports customer centricity, commercial and business objectives.

A second Module on Demand Forecasting allows participants to understand the impact of demand forecasting in different areas and to CEMEX, the related KPIs and their meaning and impact in our business. Participants will also understand the 7 steps of demand forecast in S&OP. This module has a section for demand planners and the statistical methods they use.



### **CXU:// HEALTH & SAFETY ACADEMY**

#### **HEALTH AND SAFETY ACADEMY**

The Health & Safety Academy has been designed to help ensure the safety and well-being of our team members. By embarking on this Learning Journey, participants reach three destinations, starting with M1 - Foundation, which ensures participants understand their responsibility and duty as Leaders to transmit H&S practices to their teams. M2 - CEMEX HSMS introduces the 14 elements that make up our HSMS, and M3 - CEMEX HSMS Proficiency provides in-depth knowledge of the steps of the CEMEX HSMS that safety leaders need to understand to ensure a safe work environment at every CEMEX location.



### **CXU:// DIGITAL ACADEMY**

#### **DIGITAL ACADEMY**

Digital Academy launches Foundations as a learning experience allows learners to understand CEMEX's Digital Vision and how it accelerates our growth by leveraging on digital assets and embracing digital behaviors, improving the way we work and how we deliver value to our customers. This Academy also includes three valuable Learning Experiences addressing a common basic understanding of AGILE, its principles behaviors and practices; an overview of the EMERGING TECHNOLOGIES that are driving the Digital Economy; and an introduction to DESIGN THINKING, a human-centered interactive approach to finding collaborative solutions.



### **CXU:// LEADERSHIP DEVELOPMENT PROGRAMS**

#### **LEADERSHIP DEVELOPMENT PROGRAMS**

Leadership Development is designed to develop our future leaders and support the business growth of CEMEX. Our leadership development programs provide meaningful developmental experiences coupled with innovative learning methods and hands on experience.

#### **connect**

CONNECT -online program- meant to provide new managers with foundational knowledge to support them as they transition to their new role. CONNECT is focused around 4 key modules sharing information, tools, and resources to help managers and CEMEX thrive in the future. Each cohort goes through the program in nine weeks, learning how to CONNECT to their purpose, CONNECT with their team, CONNECT at CEMEX and CONNECT with the broader ecosystem.

#### **THRIVE**

Thrive, completely online program, where leaders are exposed to a unique learning experience & methodologies, while participants interact through missions, project submissions, and asynchronous discussions following a designed process to grow and develop leadership capabilities to allow them to thrive.

#### **IGNITE**

Participants will go through a four-sprint virtually-based program, allowing for a possible in-person component in the final sprint. The IGNITE program cultivate essential leadership capabilities and new ways of working, needed to drive success while: becoming learners for life, embody CX Strategic pillars, inspire teams, incubate innovation & drive collaboration

#### **LEARNSHIP**

CEMEX has partnered with Learnship, a pioneer of digital language learning, which offers a comprehensive solution for digital, trainer-led, and blended language learning options.







## Future in Action: Carbon Neutrality Essentials

ENG / ESP / GER / FR / POL  
/ CHK / CRO / HEB / ARA

**DIG** 1.5 hrs.

Future in Action is our strategy to reduce our carbon emissions through our products, operation and partnerships. This learning experience covers the general insights about what we need to be fully aware of the **global implications** of climate change; how **our industry** contributes to the problem; what CEMEX is doing as a **company to tackle the problem** and, more importantly, what **actions can you take to contribute** to the solution.

**Audience** All employees.

## Future in Action: Decarbonizing Our Operations

ENG / SPA

**DIG** 4 hrs.

**Decarbonizing Our Operations** is one of our main pillars of **Future in Action**, aimed to reduce our processes' carbon footprint. In this learning experience you will know in detail the targets and main levers: increase **alternative fuels** and **clean electricity**, **reduce clinker factor**, improve specific **heat & energy consumption**, and use of **decarbonated raw materials**.

This learning module is also part of our Cement Operations Academy.

**Audience** Plant Directors, Maintenance Managers, Quality Managers and Production Managers

**Prerequisite** FiA: Carbon Neutrality Essentials, and Cement Operations Academy Foundations

## Future in Action: Selling Sustainable Prod. & Solutions

ENG / ESP / GER / FR / POL  
/ CHK / CRO / HEB

**DIG** 1.5 hrs.

This module, the last of the LEAP program, is focused on the Future in Action strategy by explaining the main attributes of CEMEX's **sustainable products and services portfolio**, and why is important for the Commercial teams to **promote a green economy** with their customers. This learning experience is also part of the Commercial Academy.

**Audience** Sales Advisors, Sales Managers and Sales Directors / VP

**Prerequisite** FiA: Carbon Neutrality Essentials, and LEAP M0 to M12





With the introduction of the New Commercial Model, our Commercial Academy has been renewed with our new Program Leap – which will help our Sales Managers and Sales Advisors become more effective in their interactions with our customers. Leap will activate the One CEMEX Commercial Model throughout the organization, and it will instill a new and shared identity in the commercial teams, developing a Value Mindset, awaken a Passion to Win, a Curiosity about their markets and customers, and the Tenacity to get things done. LEAP is structured around 13 Key Interactions along Customer Journey.

## Value Before Volume Ready-mix

ENG / ESP

**DIG** 8 hrs.

ENG / ESP

**ILT** 1 day

Learning Experience designed to help you gain insights on how to apply concepts such as **Price Roadmaps, Price Corridors, Services & Surcharges** in your RMX operations.

**Audience** Commercial New Entrants (RMX & Builders)

## Leap – 13 Module Program

ENG / ESP / GER / FR / POL / CHK / CRO / HEB / ARA

**DIG** 19 hrs.

LEAP is a new learning program, designed to enhance our commercial interactions with our customers. This Program activates the **One CEMEX Commercial Model** throughout the organization, and it will instill a new and **shared identity** in the commercial teams, developing a **Value Mindset**, awaken a **Passion to Win**, a **Curiosity** about their markets and customers, and the **Tenacity** to get things done. LEAP is structured around 13 Key Interactions along Customer Journey.

**Audience** Commercial Advisors, Commercial Managers



ENG / ESP / GER / FR / POL / CHK / CRO / HEB / ARA



## Mod 0

### Introduction to Leap

Starting Point is the initial learning experience that will provide you with an overview of the Leap Sales Program.

## Mod 1

### Understanding my Market

Learn how to analyze data and develop the ability to go from data to business insights.

## Mod 2

### Planning the Strategy

Identify what is the economic context and the inputs of the markets in order to adjust the Commercial Strategy.

## Mod 3

### Coordinating with other Segments

Develop the ability to build a strategy that responds to the entire ecosystem.

## Mod 4

### Finding Business Opportunities

Learn how to analyze data and develop the ability to go from data to business insights.

## Mod 5

### Planning the Tactics

Understand how to identify key metrics, develop tactical plan alignment, provide and receive feedback.

## Mod 6

### Planning a Sales Agenda

Learn how to build a thorough "Sales plan" for the week, including your daily activities aligned to your commercial targets.

## Mod 7

### Understanding customer needs

Grasp the basic interpersonal skills to build the relationship to get quality information from your customers.

## Mod 8

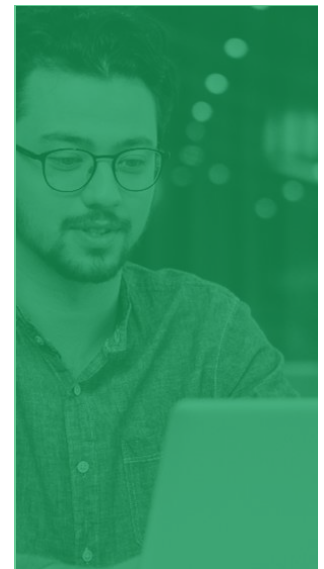
### Building and Presenting my Value Proposition

Learn about the importance of shifting to a value mindset by understanding of CEMEX's Basic products.

## Mod 9

### Getting ready for a Best-in-Class Service

Understand your responsibility to mobilize and request the support within the organization.



## Mod 10

### Rules of Engagement & Service Ritual

Go through the CEMEX Service Manifesto and what it entails for our specific service agreements with customers.

## Mod 11

### Manager Ride-Along

Learn how to maximize the shadowing and coaching to the Commercial Team.

## Mod 12

### Following up on Performance

Learn how to have structured conversations with your leaders and Team.

## Mod 13

### Selling Sustainable Products & Solutions

Understand the main attributes of our sustainable products and solutions, and how to promote them to your customers.

**Prerequisite** Future in Action: Carbon Neutrality Essentials





## CEMEX Takeoff

ENG / ESP / GER / FR / POL  
/ CHK / CRO / HEB / ARA

**DIG** 6 hrs.

A **welcome** to all **new CEMEX employees** with the objective of informing who we are, what we stand for and where we are moving. **Connect new employees** to the people, our business, knowledge and tools instrumental for their success at CEMEX and **help them lay the foundation for Building a Better Future** as part of CEMEX.

**Audience** New Entrants

## Understanding Confidentiality

ENG / ESP /  
POL

**DIG** 2 hrs.

Communicate the importance of **preserving confidential information** and raise awareness for **confidentiality management** in line with the CEMEX Global Intellectual Property Policy.

**Audience** All employees.

## Unconscious Bias

ENG / ESP / GER / FR / POL  
/ CHK / CRO / HEB / ARA

**DIG** 3 hrs.

Develop a common understanding of the importance of the **reflection** and **acknowledgement of biases** in order to achieve a more diverse and inclusive workplace.

**Audience** Managers of others. Available to all employees

## ETHOS

### ETHOS: Do the Right Thing

ENG/ESP

**DIG** 1 hr.

Our **ETHOS: Do the Right Thing** course, provides an introduction to our Code of Ethics by running learner through several ethics scenarios, in a casual and comical scenario. Course creates **awareness** about our code of ethics culture and promotes a strong ethics culture integrated to our daily activities. The scenarios included in this course are:

- Employee Relations & Harassment: Learn to identify the most basic **types of harassment** and the steps you should follow when seeing or living such behaviors.
- Conflicts of Interest: Learn through a specific **case what is considered a conflict of interest** and the steps you should follow when seeing similar situations.
- Fraud: Learn to **prevent fraud or suspicious activities**, being adherent to our ethical standards and what to do when you see such situations.

**Audience** All Employees

### ETHOS: Do the Right Thing – Part 2

ENG/ESP

**DIG** 1 hr.

In this second part of ETHOS: Do The Right Thing 2, our existing (and some new) characters face ethical situations and dilemmas which helps the learner to understand the **application and integration of the Code of Ethics in our daily activities**. This course covers the scenarios:

- Conflict of interest: recognize that **even simple interactions**, including those with suppliers and family, **can spark a conflict of interest**.
- Confidential information: create awareness on **handling and protecting sensitive information**, in public and private places, even at home.
- Employee Relations & Harassment: identify **what harassment looks like and the steps to report** this kind of behavior.

**Audience** All Employees

To be released in May 2022

## FOUNDATIONS

ENG / SPA

**DIG** 3 hrs.

The CEMENT Operations Academy opens with the Foundations course that explains an **overview of the Operative Model** and why its understanding is critical to ensure a **compliant and effective management** of our Cement plants, as well as the success of our customers.

**Audience** Plant Directors, Maintenance Managers, Quality Managers and Production Managers

## OP. EXCELLENCE ESSENTIALS

ENG / SPA

**DIG** 5 hrs.

This course will help you understand what Operational Excellence is and will provide you with the basic tools and skills necessary to adopt an Operational Excellence culture in your operation. Comprised of **7 Operational Excellence tools**, the program explains each tool and identifies the benefits that each one brings to you and your operation, helping you to quickly adopt it in your daily work.

**Audience** All Employees

## QUALITY

ENG / SPA

**DIG** 4 hrs.

Product quality is a strong driver for the customer experience and satisfaction. This course builds on the Foundations course and goes into more detail about the key **Quality components of the Operative Model**. It describes the importance of the Quality function and processes, and the **role that the plant director** has in ensuring the company's products meet our customer's expectations.

**Audience** Plant Directors, Maintenance Managers, Quality Managers and Production Managers

## PRODUCTION

ENG / SPA

**DIG** 6 hrs.

This course builds on the Foundations course and goes into more detail about the key Production components of the Operative Model. Through this course, learners will get an understanding of the Plant Director's role in the Production process, focusing on our **Production Model, KPI Production Control, autonomous maintenance, Kiln Essentials and the Yearly Kiln assessment**.

**Audience** Plant Directors, Maintenance Managers, Quality Managers and Production Managers

## MAINTENANCE

ENG / SPA

**DIG** 4 hrs.

Cement Plant Maintenance Operations are critical for a plant's success. This course builds on the Foundations course and goes into more detail about the key Maintenance components of the Operative Model. It includes topics that help Plant Directors understand the **philosophy, principles, standards, procedures and responsibilities** necessary to effectively implement maintenance procedures in CEMEX's facilities and equipment.

**Audience** Plant Directors, Maintenance Managers, Quality Managers and Production Managers

## DECARBONIZING OUR OPERATIONS

ENG / SPA

**DIG** 4 hrs.

In this learning experience, focused on our **Future in Action** strategy, you will learn in detail the targets and main levers to **Decarbonize our Operations**: increase **alternative fuels** and **clean electricity**, **reduce clinker factor**, improve specific **heat & energy consumption**, and use of **decarbonated raw materials**, among other topics related to new technologies. This learning module is also part of our Sustainability Academy.

**Audience** Plant Directors, Maintenance managers and coordinators, Quality managers and coordinators and Production managers and coordinators.

**Prerequisites** Future in Action: Carbon Neutrality Essentials, and Cement Operations Academy Foundations



## Supply Chain Academy Foundations

ENG / ESP / FRE / POL / GER

**ILT** 2 days

ENG/ESP

**DIG** 4 hrs

Introduction to the **Supply Chain Mindset and Framework** to encourage critical behaviors across CEMEX. This training will demonstrate **how supply chain choices support commercial and business objectives**, show how Supply Chain enables customer centricity, explain **S&OP** and illustrate how **cross-functional collaboration** helps manage deviations from plan, describe functional activities, outline main challenges at CEMEX and provide guidance to resolve them and teach you how to communicate key decisions with your leaders and teams.

**Audience** Senior Management & Managers involved in SC.

## Demand Forecasting Essentials

ENG

**DIG** 2 hrs

Describe the impact that demand forecasting has in our operations, customer satisfaction and overall performance. Explain the steps we follow in the S&OP process to forecast our demand.

**Audience** Sales Managers, Operations Managers, Supply Chain & Logistics and Demand Planners.

**Prerequisite** Supply Chain Academy Foundations

## Demand Forecasting Statistical Methods

ENG

**DIG** 3.5 hrs

Explain the strategic value of using statistical methods for demand forecasting. Prepare a time series and apply basic statistical forecasting methods for demand forecasting.

**Audience** Demand Planners

**Prerequisite** Demand Forecasting Essentials







## H&S M1 Foundations

ENG / ESP / GER / FR /  
POL / CHK / HEB

**ILT** 2 days

This is the first stage in the H&S Journey centered in the premise that achieving zero injuries is not only our goal, but our responsibility.

Designed to change our mindsets, to live safely always. You will learn **leadership behaviors and best practices concerning H&S**, and how to apply **tools and methodologies to improve VFL** in everyday activities regarding People, Processes, Facilities and Equipment.

**Audience** Line managers

## H&S M2 HSMS Element 15

ENG / ESP / GER / FR / POL / CHK /  
CRO / HEB / ARA

**DIG** 90 min

This course is an add-on to **Module 2 HSMS**, it addresses the recent update to our HSMS Model with its newest 15<sup>th</sup> Element, the **Managing of Epidemics or Pandemics**.

**Audience** Line managers & all COVID-19 Coordinator

**Prerequisite** H&S M2 HSMS

## H&S M3 Proficiency

ENG / ESP / GER / FR /  
POL / CHK / HEB / CRO

**ILT** 2 days

Third and final destination at H&S Journey: CEMEX HSMS Proficiency will **provide in-depth knowledge of the steps of the CEMEX HSMS**, that Safety leaders need to thoroughly understand in order to ensure a safe and healthy work environment at every CEMEX location around the world.

**Audience** Operations Line Managers

**Prerequisite** H&S M2 HSMS

## H&S M2 HSMS

ENG / ESP / GER / FR /  
POL / CHK / HEB / ARA

**ILT** 1.5 days

The second stage in the H&S Journey moves from the Why to the How. You will develop an understanding of the **CEMEX Health & Safety Management System (HSMS)** in a dynamic and engaging way and its use as a **toolbox for H&S improvement**.

**Audience** Line managers

**Prerequisite** H&S M1 Foundations

## H&S M2 Trainer's Toolkit

ENG

**DIG** 4 hrs

Aimed for **H&S M2 HSMS Trainers** as a complement to their in-classroom training.

This helps trainers to study before their sessions, interact and discuss with other trainers to exchange ideas and best practices, and also have the opportunity to see other trainers facilitating a session to have a better preparation.

**Audience** M2 Trainers

## H&S M3 Trainer's Toolkit

ENG

**DIG** 6 hrs

Aimed for **H&S M3 Proficiency Trainers** as a complement to their in-classroom training.

This helps trainers to study before their sessions, interact and discuss with other trainers to exchange ideas and best practices, and also have the opportunity to see other trainers facilitating a session to have a better preparation.

**Audience** M3 Trainers

## Digital Academy Foundations

ENG/ESP

**DIG** 4 hrs

Learn the **new common language** for being **Digital at CEMEX** and develop a basic understanding of key Digital capabilities:

- How is Digital **changing our business?**
- What are the **critical behaviors required at CEMEX** to capture value from the Digital change?
- How are new Digital **technologies, tools and enablers accelerating** and supporting this transformation?

**Audience** All Employees

## Digital Primer

### Taste of Agile

ENG/ESP

**DIG** 4 hrs

Develop a **common basic understanding of Agile**, its principles, values, behaviors and practices.

### Emerging Technologies

ENG/ESP

**DIG** 3 hrs

Develop a common basic understanding **of SMACIT, Blockchain, Cognitive & AI** and their potential use for developing new value propositions in CEMEX.

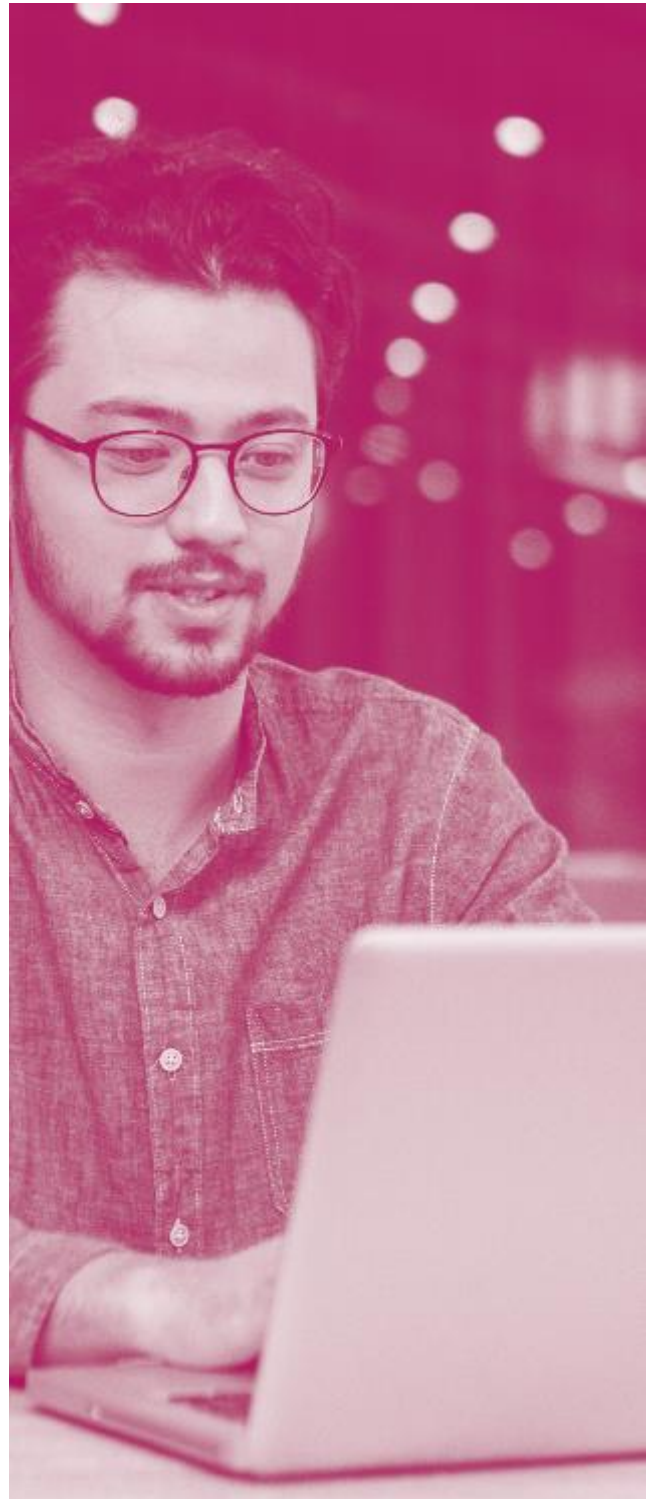
### Design Thinking

ENG/ESP

**DIG** 4 hrs

Learn **the DT human-centered, iterative and practical approach** to finding the best ideas and ultimate solutions through Experience Point model (**Inspire, Ideate, Implement**).

**Audience** All Employees





## Learning Experiences Portfolio

### connect

ENG

**DIG** 9 wks

**This program, focused on newly promoted Managers, is a core element of our institutional approach to building leadership capability.**

Key Learning Concepts: Participants will learn key capabilities about **leading themselves, leading teams, leading others** and what's it like to lead at CEMEX.

- Principles of Leadership
- Personal Productivity / Work-Life Balance
- Communicating with team members / Managing team structures and projects
- Communicating with stakeholders
- Our business / Business and financial acumen / Influencing customer experience.

**Audience** 1<sup>st</sup> time Managers

### THRIVE

ENG

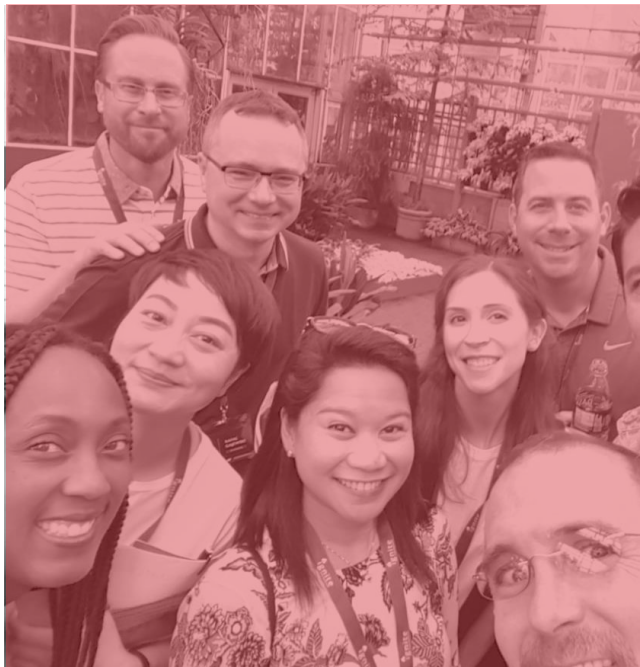
**DIG** 18 wks

**Throughout the experience, participants will learn what it means to be a thriving future leader, by shifting their thinking and applying innovative methodologies to solve an important business challenge.**

Key Learning Concepts: Participants will learn key capabilities of a thriving leader:

- Inspiring
- Creating purpose
- Collaborating
- Influencing
- Driving Agility
- Building Capability
- Creating Value
- Innovating

**Audience** Seasoned Managers near to a transition



### IGNITE

ENG

**HIBR** 16 wks

**Four-sprint virtually-based program, with a possible in-person component in the final sprint. Participant develop core leadership capabilities while addressing a team-based business challenge.**

Key Learning Concepts: Participants will develop the mindset and capabilities of an IGNITE leader:

- Embody CEMEX Strategic pillars
- Inspire teams
- Become learners for life
- Incubate innovation
- Drive collaboration while growing a global network

**Audience** Seasoned Managers & Directors near to a transition

### ONE STANDARD

ENGLISH

DIG 12 mo.

Self-Paced 100% Online English Standard Course recommended for beginner level learners.

- 11-level business English curriculum
- Adapted for mobile learning.
- Productivity tools: Vocabulary Center, Sounds of English, Grammar Center, Email Templates, Writing Center, and Stress and Intonation.
- Cross Cultural Tools: Cultural Notes, Accents and Dialects, and Business Situations.
- "Reach" App: Customize the learning experience by focusing on the soft business skills that matter most. Gamification of the learning experience.

**Audience:** Employees looking for a self-paced option

**License Cost:** USD \$ 95 per 12-month access

### ONE PROFESSIONAL

ENGLISH

DIG 12 mo.

Self-paced business skills and English learning with live, unlimited conversation classes for employees who need to communicate in English with internal and external clients including on-the-job support and soft skills in business English.

Same attributes of the Standard Version plus:

- Talk with a Teacher: Weekly virtual classes of 60 mins. in small groups (max. 8 students). Flexible Scheduling.
- Learning Specialist reviews personal goals and tips.
- Writing Practice & Feedback: Unlimited personal writing practice & feedback. Common Writing Problems, Business Documents and General Business Communication.

**Audience:** Employees looking for a self-paced + live class alternative.

**License Cost:** \$ 325 per 12-months access

### ONE PREMIUM

ENGLISH

DIG 12 mo.

Premium individual learning training for those aiming for the best results. Aimed at employees needing proficient speaking skills at work or facing a sudden increased need for speaking skills at work.

Same attributes as the Professional version plus:

- 22 Private sessions (30 minutes each) with a Coach for \$775 USD per year.
- Personalized one-on-one with experts in Business English communications training through digital platforms. Develop business skills at a faster rate.

Other options: 22 Private sessions (1 hr. each) for \$1,500 USD per year or 44 Private sessions (1 hr. each) for \$2,750 USD per year.

**Audience:** Employees looking for a self-paced option

**License Cost:** From USD \$ 775 per 12-month access

### SPRINT

DIG 5 wk.

Sprint is a 5-week intensive course, focusing on improving the individual's communicative ability in specific business situations. It is recommended for those who are looking to rapidly improve their Business English within a specific skillset.

Each week is devoted to a specific can-do outcome, within the overall course, and features a combination of task-based learning within a realistic business case study to keep learners engaged and focused on real-world applications for the skills they develop.

The focal point of each week is an online virtual lesson with a highly qualified trainer with real-world experience in the Business Skill they teach. This approach enables the learner to make significant progress in skills development with just two hours of study a week for five weeks.

- 5 Private sessions (60 minutes each) with a Business English Coach during a 5-week period.
- Choose from 1 of the following Business Skills:
  - Participating in Meetings.
  - Business Presentations.
  - Business Negotiations.
  - Business Writing.
  - 6-hour cancellation policy allowing for flexibility.

**Audience:** Employees looking to improve their Business English skills

**License Cost:** \$ 499 per 5-week course

### BUSINESS LANGUAGE TRAINING

DIG 36 hrs.

#### Online, Face-to-Face Learning

- Personal language programs with a qualified online trainer, purposefully selected based on the experience and needs of each employee to build a productive learning relationship.
- Training is aligned with the Common European Framework (CEFR) to ensure consistent application, tracking, and assessments.
- All training is delivered via a distraction-free virtual classroom, giving trainers instant access to a range of tools that make your online learning experience more engaging, personalized, and productive.
- Learners can take lessons, wherever and whenever they want and reschedule sessions up to six hours in advance.
- Available in Spanish, Portuguese, Italian, French and more.

**Audience:** Employees requiring a language other than English

**License cost:** From USD \$ 1,980 per 36-hour block (expires in 12 months).



## BOOK SUMMARIES

With so much relevant knowledge out there, you could be reading all day long, every day. CEMEX University has partnered with getAbstract to provide you with access to more than 22,000 books summarized through a highly efficient method that summarizes knowledge. All getAbstract summaries are compact, easy to digest and can be read in just under 10 minutes.

Every getAbstract summary contains:

**1. Rating:**

Learn about the must reads in every category

**2. Recommendation:**

Find out why the content is relevant to you

**3. Take-Aways:**

Grasp the main learning points at a glance

**4. Summary**

Absorb the essence of the content in 10 minutes or less

**5. Quotes:**

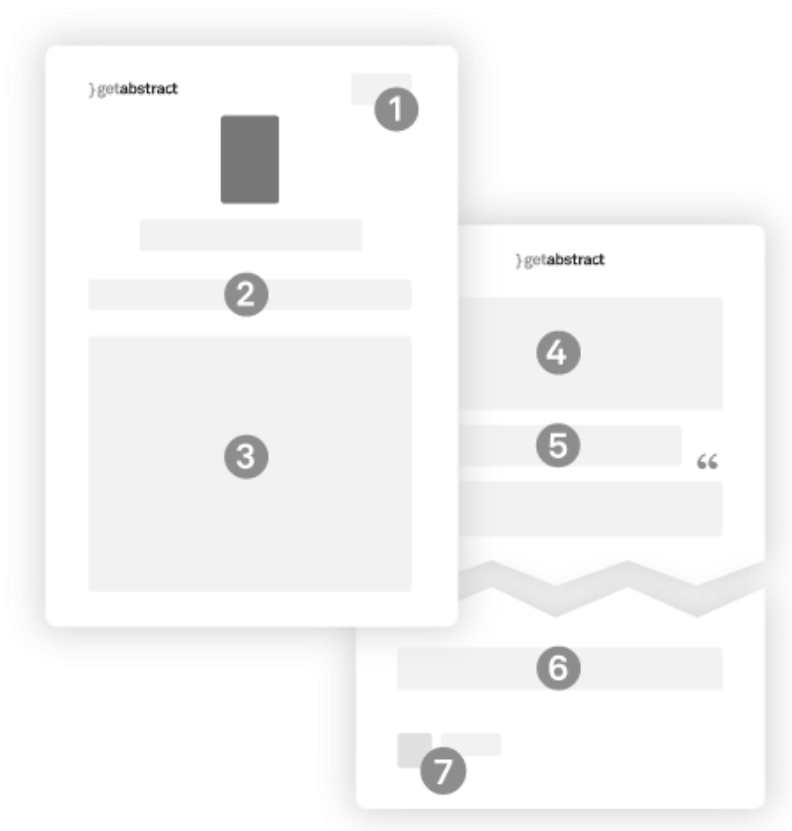
Read the most compelling quotes from the original book, article, video or podcast

**6. About the Author:**

Learn about the authors' professional background

**7. Source Link:**

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