



CONSTRUCT People « building capability »

Why Work with Us?

A pragmatic, learner focused approach: We know that real learning happens on the job. So our programmes are designed to minimize classroom time and focus on the immediate context and needs of the learners. After each workshop, people leave with tools they can put into practice immediately.

An international mindset: Our facilitators have all lived and/or worked extensively in countries and cultures outside their own. Openness and a true appreciation of diversity underpin all our learning programmes. Between us, our facilitators are fluent in at least 6 European languages.

Blue chip clients: Most of our clients are global businesses, who use learning best practices. They set high standards for quality and we strive to exceed them. We have a number of clients in the corporate sector including global law firm DLA Piper and financial services organisations such as Bank of New York Mellon and Euroclear. We also work with public sector organizations such as NATO, The European Investment Fund and The British Council.

Cost effective: We promise you value for money. We understand the giant gap between what most training offers, and what it delivers. We make it our business to bridge that gap. By staying abreast of current trends in L&D, innovating our delivery methods and most of all, putting the learner first.

We care: We do this work because we have a values-driven interest in helping people learn and develop, professionally and personally. We take care of our clients, individuals and organisations, and will go the extra mile to help them succeed.

Cate Valentine is the Founder and Managing Director of CONSTRUCT People. She studied HRM and Industrial Psychology in South Africa, and has been working with individuals and groups in organisations for almost 20 years.



After a successful corporate career in HR she became an independent consultant in learning and development before setting up her own business. Since then, she has worked with diverse cultures and countries across Europe, as well as in South Africa, the US, Kyrgyzstan and Brazil. Cate is passionate about the power of authentic communication and collective intelligence to solve workplace issues. Her specialist areas are experiential learning and group facilitation. She is a certified coach, MBTI and DiSC practitioner and member of the Art of Hosting Community.