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2026

PRESS KIT



100 years of promoting
skills development worldwide.

The Cegos Group at a glance

A global partner:

France, Germany, Spain, Italy, Netherlands, Portugal, United Kingdom, Switzerland, China, Singapore, Indonesia, Malaysia, Brazil, Chile, Colombia, Mexico, Peru, United States.

Cutting-edge training in many areas

- Management and Leadership
- Sales and Customer Relations
- Project Management
- Professional and Personal Efficiency
- AI and Digital
- Marketing and Communication
- Information Systems
- SD and CSR
- Finance
- Purchasing
- Human Resources
- Training...

Active in more than

50

countries through a network of partners and distributors

1,500

employees and

3,000+

partner consultants

4,000+

pieces of digital content in over

30

languages

250,000+

trained face-to-face each year worldwide and

1M

users of our Group Digital Content

€250M

in turnover

20,000

corporate customers

2.5M

of connected learners on Learning@Hub



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100 years of promoting skills development worldwide.

In 2026, the Cegos Group will celebrate its 100th anniversary.

Cegos has been a pioneer of professional training, having spent a century supporting individuals and organisations in developing their skills, across an international reach.

To mark this milestone, the Group reaffirms the mission that has guided its actions since its inception: the Cegos Group trains individuals and supports organisations to meet their development challenges.

With a presence in Europe, Asia and the Americas, and supporting customers in over 50 countries, Cegos trains more than 250,000 people each year. Over time, it has established itself as one of the few international leaders in Learning & Development.

Supporting all the social and professional revolutions of the last century, from the exchange of experiences to the most innovative training programmes, the Cegos Group has constantly developed its expertise, pedagogical approach and training solutions to remain at the forefront of economic, technological, managerial and societal realities.

Today, Cegos is a Global Learning & Development Partner offering four main types of services:

- ready to use training solutions; (inter- and intra-company);
- tailor-made services;
- international training projects;
- and training management outsourcing.

In a context marked by far-reaching changes, including rapid technological advances, the rise of artificial intelligence, ecological and societal transitions, and evolving working models, skills are more important than ever.

For businesses and public sector organisations alike, skills are a strategic lever for performance and competitiveness. For each individual, they are a key factor in employability, adaptability, and future prospects.

The Cegos Group has therefore chosen to use its centenary as an opportunity to reaffirm the strategic importance of Learning & Development in current and future transformations.



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"This centenary is a source of pride, but above all it is a symbol that enables us to reaffirm our mission and our commitment for the decades to come. We will continue to support development in society and the professional world to the same high standard, offering stimulating and useful training that delivers results and transforms skills into sustainable performance. In the midst of ever-growing and ever-multiplying changes today, we have a dual responsibility: to help companies make training a powerful lever for agility and competitiveness, and to enable everyone, regardless of their background, profession or profile, to develop the skills that will allow them to act, adapt and look to the future."

Benoît Félix, CEO of the Cegos Group





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A manifesto reaffirming the Group's mission and vision

To mark this anniversary, Cegos is unveiling its manifesto. This statement outlines the company's purpose and vision for skills development.

It reiterates the Group's commitment to human, pragmatic and responsible Learning & Development, serving career paths, organisational performance and societal challenges.

The manifesto will also form the basis of an international campaign running throughout 2026. This campaign will feature expert opinions, testimonials and personal stories that highlight the concrete impact of training on individuals, their families and their organisations as a whole.

The Cegos Manifesto



All it takes is desire, choice and decision. And everything can change.
Sometimes it's a big project. Sometimes it's simply the desire to progress and improve.

**The drive is always the same: to learn, to train and to transform in order to move forward.
For 100 years, Cegos has been at the heart of these movements.**

In 1926, an idea took shape in Paris. To pass on knowledge. To share. To help people grow.

Decades have passed. Nothing stands still.

Needs change and solutions are invented.

From Madrid to Shanghai, Milan to São Paulo, Stuttgart to Lisbon and
London to New York,

Cegos moves forward in step with reality, supporting society's transformations.

And spread the idea that learning is a strength.

For 100 years, Cegos has been supporting those who take action,
who change direction, who redraw their trajectory.

Those who develop their skills, who allow themselves to explore new horizons.

100 years of action and progress.

**We have been by your side for 100 years,
wherever the desire to learn meets the need to act.**

**At Cegos, we don't change the world.
We train and support those who do.**

100 years already. And it's not about to stop.

3 100 years of impact

What makes Cegos unique

Since its inception in 1926, the Cegos Group has been guided by a single principle: **to support change in the world of work through skills development**. Rather than a series of stages, the Group's history is one of a constant ability to anticipate, experiment and disseminate useful practices for organisations and individuals.

Exchanging experiences and collective intelligence is one of our founding principles

From its early years, Cegos adopted an innovative approach: encouraging professionals to share their experiences to facilitate learning.

Imported from the United States in the late 1920s by Jean Milhaud, the founder of Cegos, this method quickly became the Group's signature. It is based on the firm belief that **learning is more effective when it is based on sharing and comparing practices, and on collective intelligence**.

Jean Milhaud summed up the spirit of this approach, which has become emblematic, as follows:

"In a group of twenty people who sincerely exchange their experiences, if each person gives up one supposed secret, they gain nineteen experiences."

This founding principle still underpins the training programmes designed by Cegos today. Whether ready-to-use training solutions or bespoke assignments and projects, the courses focus on sharing experiences and knowledge between learners, and on real-world relevance, simulations and role-playing to embed skills in everyday professional life.



“Useful” innovation that serves performance

Innovation is central to Cegos’ DNA, but it must always have a clear purpose: to produce a real impact.

Since the 1930s, Cegos has been renowned for its methodological work and studies, particularly in the areas of work organisation and business performance.

This pragmatic, results-oriented approach has shaped its long-term positioning.

Today, this requirement is reflected in the development of innovative educational solutions that integrate digital technology and artificial intelligence responsibly, with a focus on practical application in a professional context.

The Cegos Group continues its mission as a “pioneer” by publishing annual white papers and international surveys that examine the vision and practices of decision-makers and employees alike.

These international studies focus on skills development as well as key transformation issues for organisations (Transformation, Skills and Learning, Diversity & Inclusion, CSR, First-time Managers, Human Resources Issues, IT Issues and Skills, etc.).



Management as a key area of expertise and a fundamental driver of organisational transformation

Cegos has been a trailblazer in the management field in France since the 1950s, promoting and introducing new ideas in the area. This initiative was led by Octave Gélinier, then Cegos Chairman, who adapted management approaches observed in the United States for the French context.

Convinced that organisational performance hinges on empowering individuals, Octave Gélinier championed a management approach centred on objectives, autonomy, and skills development. He encapsulated this philosophy in the memorable phrase:

"Managing is not about enforcing rules, it's about setting goals for people."

This vision has had a profound impact on the management practices promoted by the Group, both in France and internationally.

Today, it remains a key source of inspiration for Cegos' expertise in supporting managerial transformation, leadership, and the development of the skills of executives and managers in an era of profound organisational change.



Recognised and award-winning global expertise

We have received numerous awards for our contribution to the training sector, demonstrating our commitment to providing our customers with the highest level of service.

Cegos solutions have won numerous international awards from Brandon Hall and feature in the Top 20 Training Industry Lists and the Fosway 9-Grid.



Early and distinctive international expansion

Cegos adopted an international outlook from the outset. In the 1950s and 1960s, it expanded across Europe before gradually extending its reach to other regions of the world.

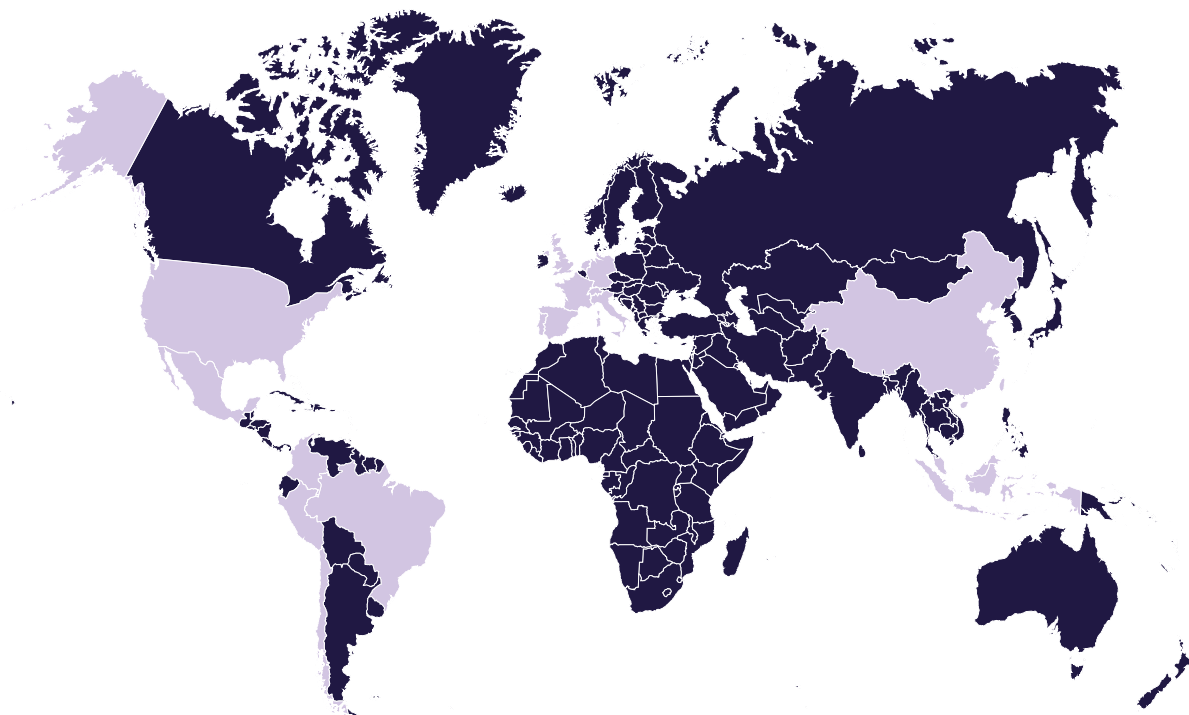
For instance, it has had a presence in China for almost 30 years.

This geographical expansion has enabled Cegos to enrich its practices, integrate diverse cultural approaches and build global expertise in Learning & Development, resulting in training solutions that are relevant on an international scale.

The Cegos Group currently has a direct presence in France, Germany, Spain, Italy, the Netherlands, Portugal, the United Kingdom, Switzerland, China, Singapore, Indonesia, Malaysia, Brazil, Chile, Colombia, Mexico, Peru and the United States.

Beyond these locations, Cegos teams support their clients in more than 50 countries and deliver international training projects that combine global management with local adaptation. This capability is essential in today's globalised and multicultural working world.

True to its roots, the Cegos Group continues to pursue an acquisition strategy that strengthens its position and supports its customers around the world.



The Cegos Group Learning Collection comprises over 100 benchmark training courses that can be deployed internationally.

Drawing on its global projects and observations, the Group has created the Cegos Group Learning Collection. This international training offering is structured around five major areas of expertise:

- Personal Development
- Working with Others
- Management & Leadership
- Organisational Transformation
- Sales & Customer Relations

This collection includes over 100 training courses and 4,000 digital resources, available in up to 30 languages.



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"Internationalisation is part of Cegos' DNA. Our direct presence in Europe, Asia and the Americas, and our deployment of solutions in over 50 countries, goes far beyond establishing a geographical footprint — it is a strategic choice. This international dimension puts us at the forefront of the transformations taking place in businesses and societies. It enables us, through our teams and partners, to anticipate changes in professions and skills. It also enables us to support our customers with global projects, delivering the same level of excellence and impact while carefully integrating local realities. Our ability to combine an international vision with a strong local presence is the Group's strength."

Emanuele Castellani, Member of the Cegos Group Executive Board



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A constant and committed responsibility towards society

Since its inception, Cegos has been guided by a vision that extends beyond mere economic performance.

By making training more accessible and supporting skills development, the Group helps to boost employability, inclusion and social cohesion in an ever-changing world of work.

This responsibility is now underpinned by a structured CSR policy implemented at group level, based on four key areas: the environment, employees, social commitment and customers.

For Cegos, training means enabling everyone to find their place in the professional world and act in an informed and responsible manner in the face of major societal changes.

Reduce the environmental footprint

Cegos is taking action to limit the environmental impact of its activities by extensively developing distance learning and hybrid training programmes, as well as reducing business travel, and implementing paperless initiatives. The Group is also committed to environmental preservation through a long-term partnership with **Reforest'Action** in France and internationally.

Being a responsible and inclusive employer

The Cegos Group has been a signatory to the **Diversity Charter since 2006** and implements concrete actions to promote diversity, inclusion and professional equality. In France, it has a **gender equality index of 97/100**. Skills development, quality of life at work, and employee engagement are key drivers of sustainable performance.



Commitment to inclusion and access to education

Cegos is actively committed to social inclusion and access to education. For example, the group has **sponsored UNICEF for 20 years** and supports various NGOs and programmes that promote access to education and training for vulnerable groups.

Supporting clients on the path to CSR

Cegos supports its customers in integrating CSR issues into their strategies by **offering training courses dedicated to ecological transition, managerial responsibility and inclusion**. The company also **regularly publishes surveys on CSR issues**.



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Learning & Development: a strategic challenge for today and tomorrow

In a context of profound, rapid and simultaneous change, developing skills has become a major strategic issue for organisations and individuals alike.

The accelerating pace of change in the world of work, the rapid evolution of professions, and the emergence of new skills — particularly those related to ecological transition, digital technology, and artificial intelligence — reinforce the need for long-term investment in training and team support.

For organisations, this means ensuring they perform well, are adaptable and are competitive. For individuals, the challenge lies in enhancing their employability and ability to adapt to a constantly changing professional environment.

Innovating in training to meet the new challenges facing organisations

Training courses are currently most often delivered in a “blended” format, combining various methods such as face-to-face or distance learning with or without human interaction, and 100% digital.

Training and human resources departments now have high expectations: they want training courses that are shorter, more personalised and more practical, and which can reduce the “time-to-competency”, i.e. the time between identifying a need and acquiring the relevant skill.

According to the Cegos Transformations, Skills and Learning 2026 survey, 41% of employees believe that the training provided by their company comes too late in relation to their needs.

In response to this, Cegos is constantly evolving its teaching approaches to offer innovative, impactful training solutions:

Shorter, more agile formats enable ‘just-in-time’ learning that is directly linked to individuals’ needs in their daily professional lives.

Adaptive learning uses data and artificial intelligence to offer personalised learning paths tailored to each employee’s level, pace and objectives.



Cegos launches an AI learning companion to enhance the training experience and reinforce learning

In 2026, Cegos will launch an AI-powered learning companion aimed at making training more conversational, personalised, and closely linked to everyday working life.

Integrated into the LearningHub learning platform and based on content designed and validated exclusively by Cegos experts, this AI assistant will support learners throughout their learning journey.

Much more than just a conversational tool, the companion complements the trainer by providing clarification, guidance, and encouragement to practise and apply what has been learnt. It can facilitate understanding, encourage exploration of content and stimulate engagement by adapting to individual needs and providing relevant real-time interactions.

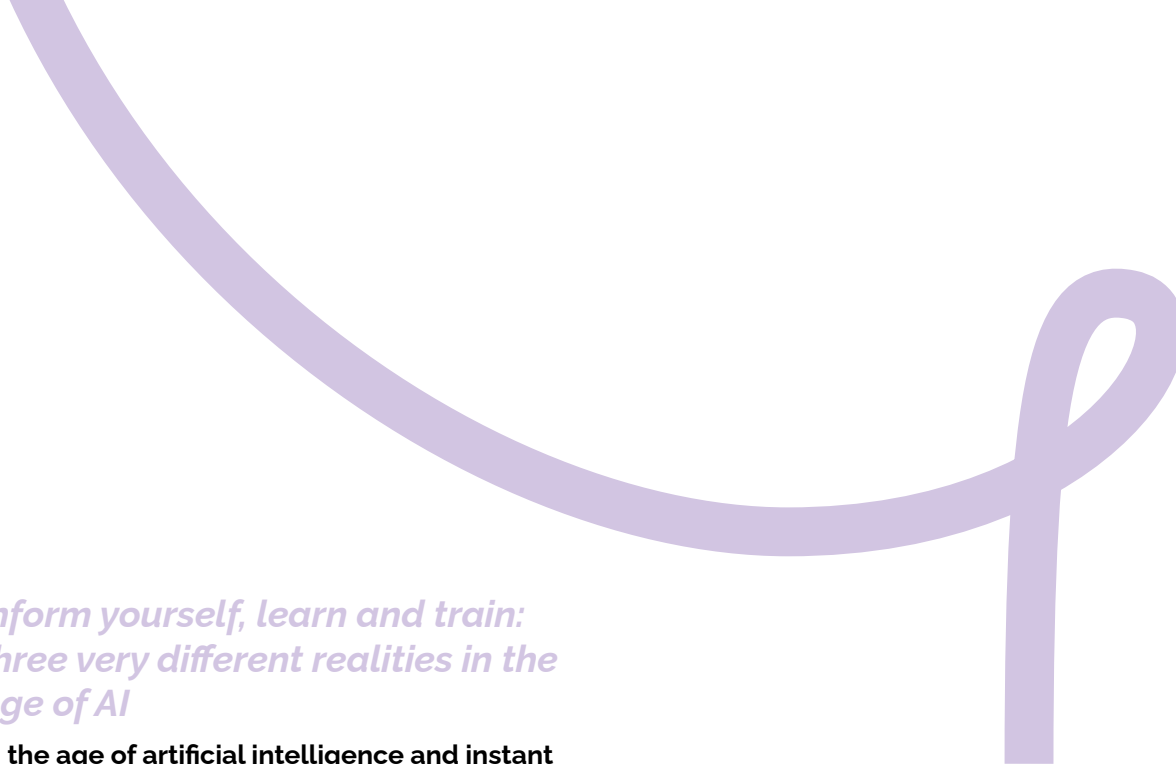
Responsible and secure AI

This Cegos solution, hosted in Europe and compliant with the GDPR and AI Act, is designed to ensure the ethical and secure use of AI, without exploiting customer data.



"In the age of artificial intelligence, accessing information is easier than ever. But learning is another matter. Training involves more than just accumulating information or content; its aim is to transform knowledge into useful, actionable and sustainable skills. For 100 years, at Cegos we have advocated training designed for action, implementation and a real impact on the daily professional lives of individuals, teams and entire organisations. This continues to guide our teams and actions today and for the future."

Guillaume Huot, Member of the Cegos Group Executive Board



*Inform yourself, learn and train:
three very different realities in the
age of AI*

In the age of artificial intelligence and instant access to information, it's not just about learning; it's also about effective training.

Searching for information, consulting content, or interacting with an AI tool can broaden your knowledge. However, this is not enough to develop the sustainable, transferable skills that are useful in your daily professional life.

Training goes further. It requires a framework, intention, method and support. It enables you to understand, practise and confront the reality of the field, anchor what you have learnt in action, and measure the impact on professional practices.

At a time when AI is transforming professions and ways of working, **training's value lies in its ability to turn knowledge into skills and skills into performance.**

Coming this spring:

***The Cegos 2026 International Survey
"Transformations, Skills and Learning – 100th Anniversary Special Edition"***

For 100 years, Cegos has been observing, analysing and supporting transformations alongside businesses. The Group uses international research and forecasting to shed light on the challenges of skills development and stimulate public debate on the future of work.

This approach, which is based on field observations and usage analysis, is one of the main reasons why Cegos is recognised as a leading expert in Learning & Development in France and internationally.

Cegos has conducted its Transformations, Skills and Learning survey for several decades, and will unveil the results of this special 100th anniversary edition in spring.

Expanded for this centenary and conducted in 11 countries, the study will on contemporary issues in Learning & Development.

It will give more than 5,000 HR professionals and employees a voice to discuss their practices, expectations and challenges in terms of skills development.



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**100 years: a global
communication campaign
for a unique moment**

Cegos' centenary forms part of a communications strategy designed to provide a unifying theme throughout 2026.

Gradually rolled out on an international scale, the centenary communication campaign builds on Cegos' statements about significant changes in the world of work. The campaign aims to stimulate debate, demonstrate the Group's expertise, and reinforce its position as a leading player in Learning & Development in France and around the world.

The objective is not to celebrate an anniversary for the sake of it, but to highlight 100 years of commitment to skills development in the context of current and future challenges in the world of work.

This approach is based on several key beliefs. It favours an institutional and forward-looking discourse focused on the usefulness of Learning & Development and its concrete impact on organisations and individuals.

It also prioritises embodied communication, placing people, experience and career paths at the forefront, whilst avoiding a promotional or commemorative approach.



Discover our campaign



In this context, Cegos will be running a testimonial campaign throughout the year, giving learners, customers and trainers from various countries across Europe, Asia and Latin America a voice.

Each person will share their experience and demonstrate the concrete impact of training on their daily professional life, career path, team or organisation.

The Group's 100th anniversary will also be marked by the publication of a collective work entitled *Learn. Act. Transform. – 100 skills and key actions for today and tomorrow.*

This unique publication showcases the very best of Cegos' expertise, offering advice and tips that will be useful to anyone in the workforce. These 100 tips are taken directly from the Cegos Group Learning Collection training courses, which cover five major universal themes:

- Personal Development,
- Working with Others,
- Management and Leadership,
- Organisational Transformation,
- Sales & Customer Relations.

This book is therefore fully in line with Cegos' DNA: delivering training that is action-oriented, practical and has a lasting impact.



cegos.uk

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