
Module: Communicating Effectively

Improve an open communication through development of communication competencies

Communicate powerfully with integrity

A reality-based exploration of communication skills – those that hurt team relationships and those that nurture team relationships

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Target audience:

Open to all

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Max. number of participants : 12

Duration: ½ day

Language:

- Nederlands
- Français
- English

Module: Building Leadership Influence

Content:

Build leadership influence to develop participation & continuous improvement

Use your competent influence to develop empowerment

Demonstrate integrity by inspiring respect & respect others

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Target audience:

Open to all

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Duration: ½ day):

Max. number of participants : 12

Language:

Nederlands

Français

English

Module: Communicating Assertively

Content

Improve an open communication through development of communication competencies

Communicate powerfully with integrity

Increase participation & enhance effectiveness by using assertive communication

Understand & enable to respond to a person's ideas or to propose your own ideas in ways that enhance his/her self-esteem and encourage continued information sharing. Empower yourself & others by sharing information & creating an entrepreneurial spirit

Target audience:

Open to all

Duration: 2. Days

Max. number of participants : 12

Language:

Nederlands

Français

English

Module: Reacting to & Proposing Ideas

Content

Encourage open communication and trust by using effective reacting & proposing skills

Target audience:

Open to all

Duration: ½ day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Walk the Talk

Content

Increase understanding of the purpose & importance of organizational values & their connection with desired results. Enhance individual responsibility for turning organizational believes & values into workplace practices. Impart key principles & guidelines for building trust, commintment & leadership

Target audience:

Open to all

Duration: 1 day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Enhancing Team Empowerment

Content

Identify how empowered individuals contribute to an empowered team

Understand that an empowered team is the vehicle for open communication & participation

Know the key characteristics of an empowered team & use a “tableau de bord” to develop empowerment in your real team.....

Target audience:

Open to all teams

Duration: 1 day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Committing to a Team Approach

Content :

Identify the benefits of working as a team

Contribute to the development of your team & create an entrepreneurial environment for teamwork

Understand what is necessary to do to succeed in teamwork. Know strengths & weaknesses of your own style in teamwork and for others.....

Target audience:

Open to all teams and teamleaders.....

Duration: 1 day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Valued Based Leadership

Content

Being a leader in an organization is different now than it was in the past. And it will be different in the future. Using a paradigm-breaking assessment tool, “Seven Levels Leadership Values Assessment” (R. Barrett) this one day workshop will help you to identify insights and make connections you might not make otherwise. It will improve your performance level and help you to switch from controller to coach and from manager to mentor.

Target audience:

Open to all leaders

Duration: 1 day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Transformational Leadership

Content

You will learn: how to use Openness to improve communication issues and to solve human problems, how to empower yourself and others by exploring the Choice concept, how to develop self understanding at the behavioral level, how to develop self understanding at the underlying emotional level, how to enhance self-esteem by dealing with defense mechanisms, how to create high performance team and open teamwork and how to make concordant decisions in order to stimulate commitment & involvement

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Target audience:

Change agents, human resources professionals, leaders at all levels

Duration: 3 days

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Leading People through Change

Content

The ability to cascade the company mission in the organization. Acquiring the capacity to communicate change and build commitment by inspiring, motivating and enabling people to continue to respond to the changing environment

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Target audience:

Teamleaders.....
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Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Visionary Leadership: developing a visionary leadership to lead people through cultural change

Content

How to become a visionary leader, successful in a changing context within which business operates
What are the business reasons for building a mission/vision-guided, values-driven organization
How to create alignment with the corporate vision, mission and values
How to develop cultural capital and employee fulfilment for a long lasting successful organization

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Target audience:

Leaders
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Duration: 2-3 days

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Committing to a Team Approach

Content:

Building teams to involve all skills available to hit the targets

Ensuring achievement by mobilizing resources, enabling and energizing others to perform and deliver results

Developing a high-performance team by working together on solving problems or looking into ways of continuously improving team performance

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Target audience:

Real teams (hierarchy or project teams) with the team/project leader & the team members.....
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Duration: 2-3 days

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Transformational Coaching: creating a high-performance team/culture

Content / objective :

The ability to create a pleasant but challenging and empowering work environment that enhances motivation and performance. Fostering a management style that encourages growth and development as a shared responsibility between individual, manager and company.

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Target audience:

Leaders

Duration: 2 days

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Decision Making: dealing with human issues in problem solving & decision making

Content / objective (max. 5 lines):

Building and maintaining an efficient personal way of working that allows to deal with the human issues in problem solving and decision making

Becoming more aware of personal interpersonal difficulties and empowering oneself

Using open communication to resolve problems and to take decisions

Imparting key principles & guidelines for building trust, commitment & leadership credibility

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Target audience:

Open to all.....

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Duration: 1-2 days

Max. number of participants : 12

Language:

Nederlands

Français

English

Module: MOVING FORWARD : DEALING WITH RESISTANCE AND ADDRESSING CHANGE ISSUES

Content:

The ability to cascade the company mission in the organization. Acquiring the capacity to communicate change and build commitment by inspiring, motivating and enabling people to continue to respond to the changing environment

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Target audience:

Leaders at all levels

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Duration: ½ day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Delegating Assertively

Content:

A module which provides the how-to for delegating. Guidelines for delegating assertively are introduced & awareness is created on why people are reluctant to delegate for various reasons and how one's approach in delegating can affect how the other person receives responsibility

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Target audience:

Team members, team leaders.

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Duration: ½ day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Coaching Skills for Sales & Marketing managers

Content

A skill-based module on sales coaching – essential skills for the sales team, leaders, or managers.
Often sales skills training is not followed up in the field because sales managers don't know how to support their sales force.
This program provides practical and common sense skills immediately applicable to the workplace.

Target audience:

Sales and marketing people who manage or support sales professionals at all levels within the organization.

Duration: ½ - 1 day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Group Problem Solving

Content:

A highly interactive module which builds problem solving skills for team/group interactions.
This module is not technically oriented, but is practically oriented.
People throughout an organization can benefit from and easily use these skills within their area of work.

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Target audience:

Leaders, team members, team leaders, supervisors, managers.
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Duration: ½ day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Working with Difficult People

Content:

A fascinating look into the behaviors and motives of difficult types of people we all have to work with.
Effective responses to difficult behavior which allow for continued productivity are emphasized.
A special insight evolves – we are all a difficult type to someone !

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Target audience:

Individuals; leaders, team members or anyone who needs to work with other people.
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Duration: ½ -1 day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Facilitating Effective Meetings

Content:

A lively skill development workshop to enhance the productivity of meetings.
Because this approach ensures practice and actual hand on use of skills while running a meeting, target audience gain confidence to apply skills in the workplace immediately.

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Target audience:

Team members, team leaders, cross-functional team, anyone who facilitates or participates in meetings.
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Duration: 1 day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Mentoring

Content:

Often, mentoring is a fuzzy, misunderstood, and seemingly unreachable concept. This program transforms it into an experiential, practical, skill-based module – an essential skill set for individuals, team members or leaders.

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Target audience:

Leaders, team members, individuals requiring mentoring skills.
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Duration: ½ - 1 day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Establishing Priorities & Enhancing Effective Time Management

Content:

An insightful workshop which enables target audience to understand how they use their time and which skills enables them to become more effective. Target audience learn how to prioritize their time to ensure essential tasks or goals are met.

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Target Audience:

Appropriate for all audiences.
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Duration: 2-3 days

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Valuing the Differences

Content:

An exciting individual and team discovery module!
This approach to personal styles takes away the opportunity for pigeonholing personality types.
The entire design focuses on value, appreciation, and utilizing differences.

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Target audience:

Teams, individuals, leaders.
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Duration: ½ day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Becoming Future Leaders

Content:

A look at what leadership means, today and in the next decade, to enable target audience to create the future – now. The attitudes & qualities of a leader will need in the future are envisioned. Strengths & opportunities to develop are Identified via a leadership model

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Target audience:

Leaders, teamleaders.
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Duration: ½ day

Max. number of participants : 12

Language:

- Nederlands
- Français
- English

Module: Valued Based Leadership

Content:

A personal leadership growth module, based on R. Barrett's "7 Levels of Consciousness" and using a powerful 360° assessment tool, which enables leaders to strategize for their personal Journey into the future, aligning values and behaviour.

An effective "kick-off" of culture change or strategizing for leadership into the future.

Particularly effective when previous methods aren't **lived** by leaders and their teams.

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Target audience:

Leaders
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Duration: 1 day

Max. number of participants : 12.....

Language:

- Nederlands
- Français
- English

Module: Developing the Team's Mission

Content:

This module requires a team, department, or division to develop a LIVE mission statement and plan goals and steps for implementation and follow through.

This work needs to align with the organization's mission.

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Target audience:

Open to all

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Max. number of participants : 12.....

Language:

- Nederlands
- Français
- English

Module: Achieving Clarification on the Vision

Content / objective (max. 5 lines):

A vision is the future state you want to achieve within an organization.
Based on your organization's needs, the **Vision** and other critical terms around current issues are defined, and discussed.
All terminology and concepts need to be in line with the organization's vision and goals.

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Target audience:

For leaders within an organization
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Duration: ½ day

Max. number of participants : 12.....

Language:

- Nederlands
- Français
- English

Module: Negotiate to Resolve Conflict

Content:

Conflict is a natural part of life and thus a natural part of the workplace.
Changing our paradigms about conflict at work from **negative, win-lose situations** to **positive opportunities that increase understanding and cooperation** could revolutionize the workplace.
Learning to accept that conflict will occur, using conflict situations as opportunities to improve communication and productivity, and developing the skills to resolve conflict situations are the major goals of this module.

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Target audience:

Open to all
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Max. number of participants : 12.....

Language:

- Nederlands
- Français
- English

Module: Giving Useful Feedback

Content / objective (max. 5 lines):

A module which builds the interactive skills for providing feedback to others in a caring and assertive way. Often, the feedback process is avoided or simply not addressed. This module offers a practical approach reducing the fear/anxiety associated with giving feedback.

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Target audience:

Open to anyone who needs to provide feedback to others.
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Duration: ½ day

Max. number of participants : 12.....

Language:

- Nederlands
- Français
- English

Module: Coaching Skills

Content:

A skill based module providing practical and common sense skills. The role of the coach and his attitudes and behaviors are defined. Strengths & opportunities to develop are identified

Target audience:

Leaders and all those who manage or support at all levels of the organization

Duration: ½ day

Max. number of participants: 12.....

Language:

- Nederlands
- Français
- English

Module: Enhancing Personal Effectiveness and Emotional Intelligence

Content:

This workshop is Based on The Human Element ? approach, providing an integrated methodology to all human issues in an organization. Focussing on the underlying causes of behavior such as incompatibilities and rigidities that block successful performance the workshop creates awareness and strengthens the different levels of emotional intelligence.

It helps individuals enhance self-esteem by reinforcing the spirit of self-responsibility and fostering an atmosphere of openness in the work place.

Target audience:

Open to all

Duration: 2-3 days

Max. number of participants: 12.....

Language:

- Nederlands
- Français

Module: Making Effective Presentations

Content:

Skill-building course presenting practical and easy-to-use skills and techniques for preparing and delivering, high impact presentations. It reviews numerous ways to keep your audience's attention and techniques for adding impact and persuasive elements to presentations

Target audience:

Open to all.....

Duration: 2 days

Max. number of participants 12.....

Language:

? Nederlands

? Français

Module: Developing Group Process Skills!

Content:

Participants experience and learn how to promote participation and involvement, using a group process model and applying group process skills

Target audience:

Open to all.....

Duration: ½ day

Max. number of participants 12.....

Language:

? Nederlands

? Français

Module: Conducting a Motivational Evaluation Interview

Content:

Participants will identify the added value of an evaluation interview, as well as the attitude and behavior necessary to obtain a constructive result. They will learn how to use the evaluation interview as a way to create an empowered environment, where everybody knows his role and responsibility.

Target audience:

Open to all.....

Duration: ½ day

Max. number of participants 12.....

Language:

? Nederlands

? Français

Module: Empowerment Begins with... You!

Content:

A training simulation which gives insights into Empowerment.

Participants envision and qualities needed in an empowered environment. Attitudes, skills and behaviors are identified using a “Empowerment Profile Model”

Target audience:

Open to all.....

Duration: ½ day

Max. number of participants 12.....

Language:

? Nederlands

? Français