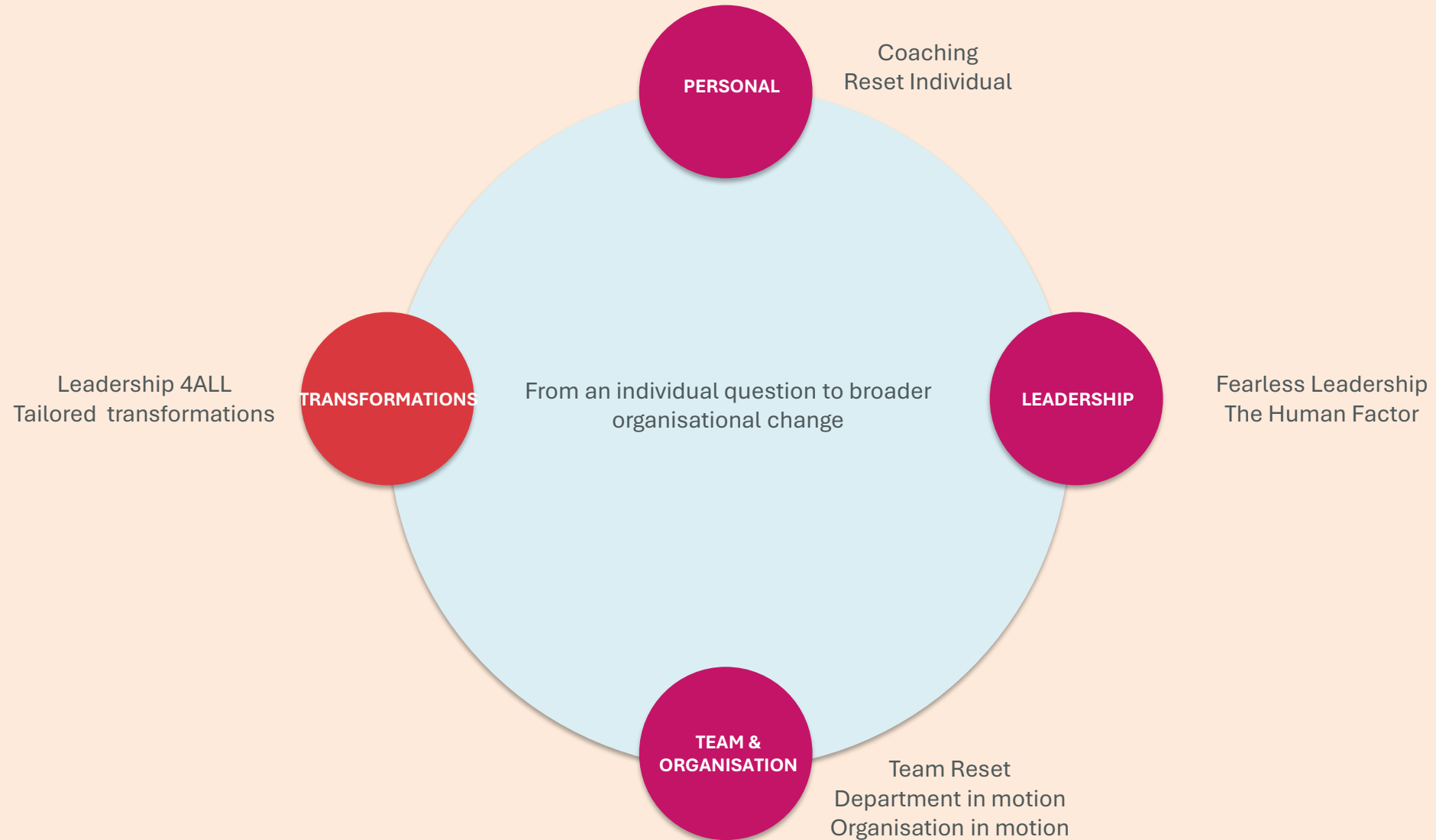


Personal Development – Leadership Impact



Team Development – Organisational Transformation

Change where it really happens



Sometimes you know something has to change

But not exactly what

You keep running into the same thing. You are at a crossroads. Or things are going well, yet you sense there could be more.

SEE

What is going on?

RECOGNISE

What is holding you back?

CREATE SPACE

What could be different?

ACT

What choice will you make?

EMBED

How will it keep working?

COACHING

Space for insight and lasting change

For professionals and leaders who want to understand recurring patterns and make meaningful, lasting changes.

Average 7 sessions • in person, with online support

RESET INDIVIDUAL

Step out of your daily context. Get to the heart of what matters.

An intensive Reset to break persistent patterns and consciously choose a new direction.

2.5 days • including overnight stay • Hulshorst

Based on Otto Scharmer's Theory U methodology (MIT)

No standard answers. Just clarity

A Reset does not begin with a programme, but with a conversation. • Tell us what is going on.

Leadership starts with yourself

And gains meaning in relation to others

For leaders who want to provide direction with greater awareness, confidence and humanity in an increasingly complex environment.

SEE

What does the context require?

UNDERSTAND

What influences you?

DEVELOP

What do you want to strengthen?

APPLY

How will you act differently?

EMBED

How will it keep working?

FEARLESS LEADERSHIP

Lead yourself before you lead others.

Recognise what shapes your leadership, let go of limiting patterns and connect your values and talents to a conscious direction.

2.5 days • including overnight stay • small group

THE HUMAN FACTOR

Deepen eight essential soft skills that determine how you connect, move and make an impact as a leader.

Empathy • Connection • Inspiration • Focus • Style flexibility • Situational awareness • Confidence • Professionalism

2 days • intensive and experiential

From personal leadership to impact.

Develop what the situation asks of you. • Choose, connect and act consciously.

Change often starts in a team

But rarely stops there

When patterns, collaboration or ownership extend beyond the team,
we broaden the movement to the department or organisation.

SEE

What is really happening?

UNDERSTAND

What keeps it in place?

CREATE SPACE

What could be different?

MOVE

And who does what?

EMBED

How does it work in practice?

TEAM RESET

**Make visible what helps the team move forward
— and what holds it back.**

An intensive two-day programme in which we explore collaboration, patterns, ownership and shared direction, and translate them into concrete action.

2 days • consecutive or split

DEPARTMENT IN MOTION

When the challenge extends beyond the team.

We connect team sessions, leadership development and individual coaching around a specific change challenge. Focused on behaviour, collaboration, roles and ownership in daily practice.

Tailored • team and individual interventions

ORGANISATION IN MOTION

**When lasting change involves multiple parts
of the organisation.**

We guide change across teams and organisational layers. Not a standard change programme, but interventions tailored to the context, maturity and change challenge.

Tailored • from behaviour to organisational impact

From team dynamics to organisational movement.

We begin where the challenge becomes visible and broaden the scope only when needed.

Developing leadership where it matters

In the context of the organization

Leadership 4ALL connects personal development to the role, target group and current challenges of the organisation — with the client actively shaping the themes, cases and focus. L4ALL often provides the foundation for broader cultural change.

CONTEXT

What is going on?

TARGET GROUP

For whom?

CO-CREATION

What requires focus?

PRACTICE

Where do we apply it?

IMPACT

What changes?

LEADERSHIP 4ALL

Contextual leadership development.

Together with the client, we define the themes, real-life cases and desired movement. Participants connect their personal leadership directly to their daily role and organisational context.

For example, for Product Owners, Tech Leads, Project Managers or Construction Managers.

Contextual • target-group focused • co-creation • scalable

FROM LEADERSHIP TO CULTURE

When development sets a broader movement in motion.

A shared leadership language and new behaviours can reveal broader patterns. Where needed, we build on this with interventions from our portfolio: coaching, team development and organisational or cultural guidance.

No standard follow-up, but a tailored approach based on what the organisation needs.

From cohort development • to collective movement • to organisational impact

The difference lies in the starting point.

Fearless Leadership: the leader as the starting point. • Leadership 4ALL: the target group and organisational context as the starting point.

Human where it matters. Business-minded where it counts

No standard programmes, but guidance that translates insight into movement in practice

750+

People supported

100+

Teams supported

200+

Training programmes delivered

30+

Organisations supported

9

Average client rating

HUMAN SCALE

Building trust quickly, giving genuine attention and creating space to explore what is really going on.

BUSINESS BACKGROUND

Trainers and coaches who understand organisations, leadership and the realities of work from the inside.

FROM INSIGHT TO ACTION

Clear language, concrete action and attention to what needs to keep working in practice after the session.

Active across finance, insurance, construction, technology, security and the food industry

ONVZ

NN

achmea

ABN-AMRO

kpn

Gemeente Rotterdam

valcon

anwb

ASML

TONY'S
CHOCOLONELY

VORM
de toekomst

Rabobank

KLM

DURA VERMEER

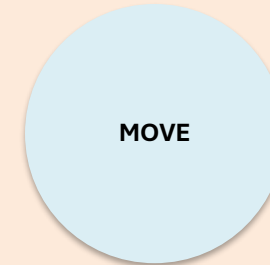
No standard answers



what is going on



what is needed



towards what matters

A starting point that fits

