

bizpiration

2009



Fields of expertise

Consultancy - strategic planning and organisational development
Human Capital Development - performance management
Innovation management
Competence development
Team development
Business coaching
Digital personality indicator - online assessment and report

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Foreword

Bizpiration brings inspiration to your business. We look at the key priorities in your organisation from a target-oriented and problem-solving perspective with an open mind and clear vision. This results in a clear strategic approach, time and cost savings, increased energy and improved performance.



What sets us apart from the rest is that we complete all the steps involved in the process together with you. We challenge you and persevere until we arrive at a powerful solution – together with you. Our approach is also very flexible. The name 'Bizpiration' sets the scene for what we do. Business: operational and intuitive management based on results. Personal: coaching based on commitment, competences and personal challenges. Good management leads to customer and employee satisfaction. Success lies in the ability to pick up small signs, to communicate effectively and, above all, to TAKE ACTION.

Connect with the essence and discover what emotions can do for you. To help you find the way forward and take the necessary steps, to invest well, invest in sustainability. It is all about striking a balance between thoughts, emotions and behaviour. Free yourself from the emotions triggered by the financial crisis. Stay energetic, continue to solve problems and develop new business activities. Do not let quick wins get the upper hand and respond pro-actively when relationships are under pressure. Speak with optimism. People who feel motivated, perform better. They feel inspired and are more effective. The butterfly on the cover is a clear metaphor for this metamorphosis. It represents the breakthrough that Bizpiration can bring you.

Activate!

The strategic aim of Bizpiration is to help you improve the competitive edge of your business, develop your leadership skills and enhance the team spirit of your staff. In other words: help you maximize your results.

Think big; increase your resilience and your power to read signs. Discover how to touch the hearts of people. Always be consistent. Take your time to discover the way forward and work on your vision by reading international literature, for instance.

Leadership is the will to take on a leading role, to motivate others by touching the hearts of people and giving them positive energy. Stay fit and enjoy your work. Share knowledge and innovate together on the basis of a positive working relationship, in which trust is one of the most important keys to success!

Our powerful solutions are aimed at developing knowledge, skills and desired behaviour through professional guidance. The training sessions are based on the following approach: practical solutions, performance improvement, and visible results. We actively and enthusiastically support businesses. Your improvement is our passion!

International services

Stay connected with success, work enjoyment, positive energy, inner peace and innovation. Bizpiration provides the following solutions:

1. Advice

- On strategic choices
- On marketing activities
- On organisational change

2. Coaching

- Personal coaching
- Business coaching
- Team coaching

3. Process support

- Strengthening leadership through personal coaching and management team support
- Modernising organisational and business processes

4. Mediation

- Conflict resolution between entrepreneur and employee
- Conflict resolution within the management team
- Mediation in partnerships with other companies

Core values and code of conduct

Bizpiration uses an inspirational approach. From performance targets to working with passion.

1. Being effective with passion for the job
2. Perseverance within the challenge
3. Achieving a breakthrough
4. Versatility in every sector
5. Daring to be different
6. Achieving a genuine sense of connection between people
7. The match between leadership and friendship
8. Authentic and autonomous

Team training and development

Identity session

The ambitions formulated at a strategic level will be assessed in the sessions. The employees will define their own targets in line with the organisation's overall strategy. The sessions are geared towards improving the shared focus and uniform behaviour within teams, which should lead to employees adopting a goal-oriented attitude. The method is people-focused and based on the personal drive of the participants.

Clarity about the identity of a company is vitally important as it is reflected in the actions of employees every day. This is why this session pays special attention to verbal and non-verbal communication skills. Participants will also be taught how to deal with personal learning points. They will be shown how to give a convincing talk and truly attract a discussion partner's attention. By completing the creative assignments 'the Silhouette' and the 'Elevator Pitch', they will come up with marketing slogans and the type of behaviour that fits in with the company's core values. This session is energizing.

Team development

The programme consists of individual development and teamwork. The team coaching is aimed at improving communication and collaboration. From body language to a constructive discussion in a variety of situations. There will be a positive learning atmosphere. The main focus is on creating a team culture, establishing key team goals in support of organisational goals and identifying key benchmarks for success. Feelings of bonding and pride will emerge. Tailor-made training materials and PowerPoint Presentations will be used. Communication assignments, such as the creation of Flow in conversations, the Energizer for initiative and the Personal Plan for Growth will be used in the learning process. They all have a strong effect on teambuilding.

Result

- An innovative plan for improvement.
- Successful communication of the corporate identity and code of conduct.
- Participants learn to work together in a pro-active way, this has a positive impact on networking and commercial activities.
- You can save time by learning to speak your client's language.
- Participants are taught skills that will help safeguard quality in the longer term.
- Employees will successfully promote the company and the company's activities.
- Unproductive emotions are dealt with, leading to improved productivity.
- Participants learn how to make the company stand out and improve its competitive edge.

Programme

09.30-10.00	preliminary talk
10.00-12.30	part 1 identity session and communication training
12.30-13.00	break
13.00-16.00	part 2 team development
16.00-16.30	debriefing

Business coaching

Business coaching results in improved achievements and helps maintain your personal balance. This is a tailor-made approach towards coaching for entrepreneurs, managers and professionals. We can help you bring about a change in attitude and behaviour and thus improve performance. We use a person's unique talents and combine these with the working environment at the company.

Solutions and tools

You will be challenged to set your own boundaries in relation to your own identity and uniqueness. Bizpiration is focused on improving skills, increasing knowledge and changing behaviour.

Communication skills

With 'flow' and influencing skills you can make the difference. Multi-dimensional communication and the creation of flow will make people's eyes sparkle. This is more than a sales training session. These sessions are aimed at improving your learning points and effectiveness in everyday practice. You will understand the customer's needs. You will be skilled in serving others, showing initiative, visualizing solutions and pointing out boundaries in an appropriate manner.

Learning effect: Convincing and effective communication. Developing a customer-oriented approach. Turning your customer into a fan. The aim is to enhance your charisma and to help you connect with the other party. Communication in 'flow'. Be powerful, increase your happiness and act more effectively.

Motivating your team for commercial excellence

In this training session, we work on a culture with effective personal and team leadership. The main focus is on creating a team culture, establishing key team goals in support of organisational goals and identifying key benchmarks for success. We will discuss the team composition and competences. You will learn how to improve the results of the team. You will organize, motivate and supervise without the team being aware of the fact that you have an external coach. You will create a smart and innovative team plan for commercial excellence.

Learning effect: Effective leadership according to an innovative and motivating team plan. Concentrating on the power of focus and motivation from the heart. How to develop, motivate and bring a group into line for commercial excellence. Insight into how to coach and improve the skills and competences of others. This course has a strong focus on practical experience and the ability to improve results through the efforts of others.

Leadership

'How to increase your positive energy and improve your competitive edge.'

Inspiration and reflection are vitally important for anyone wishing to improve their leadership skills in order to retain a competitive edge. It is important that you create powerful teams that are headed by leaders with exceptionally good leadership skills. Aiming for team effectiveness is not enough. We will work on leadership skills, leadership styles and the ability to inspire people in a variety of situations. We will help you create synergy and praise team members for their improved contribution to the organisation.

Learning effect: effective leadership based on different styles of leadership. Awareness of the fact that customers act and do business based on their emotions – how to create the WOW factor and GRANT factor. How to create a motivated and successful team. How to get your team to take on bigger challenges. Outcome: sustainable development combined with the creation of a leadership culture. A positive attitude towards work and an atmosphere in which others are encouraged to develop their skills and take calculated risks in order to improve business results.

Saying 'no'

It does not appear to be easy for many people to say 'no' and to be assertive. You will work on your influencing skills to improve your personal strength. Personal stress tolerance and assertiveness are important spearheads. Effectiveness combined with personal balance will lead to the change you wish to achieve, even within situations that you find challenging and difficult.

Learning effect: effective personal leadership, correct interpretation of your own emotions, increased resilience and the ability to take advantage of new demands in a situation. Being assertive whilst respecting the uniqueness and boundaries of others in a wide variety of situations.

Time-management and time-leadership

Modern time-management implemented within a clear framework of leadership qualities. A professional attitude towards work that is smart, efficient, ethical, and based on cultural awareness and inner peace. The coaching will result in insight, inspiration and improved performance.

Learning effect: professional self-management and time-leadership in the group. You will work on your personal development by following your own action plan. You will work on the following competences to help you set priorities: assertiveness, self-management, stress tolerance and the ability to delegate, to take purposeful actions and persevere. Making effective use of your time.

Performance management – Human Capital Management

In strategic human resource management, performance management is considered to be an effective tool for creating competent staff. You will learn to use structure and systems to develop effective plans and forms that match your achievement goals and qualitative growth. The forms used during interviews safeguard uniformity, growth, and quality. They furthermore promote personal and business growth and positive energy.

Learning effect: professional performance and assessment using tools that are in line with the ideas of performance management. You will receive a number of forms that you can use during interviews and talks, which are based on an honest and motivating system. These tools will help you stimulate the development of others and coach for success.

Dealing with resistance and stress

Negative energy can be turned into positive energy if conflicts, disputes and irritations are dealt with effectively. You will learn how to bring about change. You will develop the skill to understand and appreciate different and opposing points of view. You will be able to give direction and use your skills to change a negative situation into a positive one. You will learn how to save time and prevent a possible burnout. Objections that are raised provide very important information about the other party and their needs. Learn how now to be tempted to get involved in a dispute or conflict.

Learning effect: a certain amount of stress can have a positive effect on performance as long as you know your own boundaries. You will be able to interpret the signs given by others, including their body language. You will become aware of valuable signs given by your body. outcome: personal growth. You will encourage others to excel. This involves making the most of change and helping others respond appropriately.

Personal coaching

Learn to handle the liberating power of emotions with care and to connect to your true essence.

Globalization and the financial crisis call for depth and reflection. It is vitally important to be authentic and to connect with others. Get the best out of your qualities and use your potential to become a successful entrepreneur or manager. The digital personality test we use, allows us to provide you with a professional and personal report. A skilled coach will work with you to improve your performance with the aid of a coaching toolkit geared to your personal learning points.

Learning effect: increased self-confidence and the ability to work on personal points for growth. The ability to reflect on your strengths, challenges and potential limitations. The ability to follow your heart and achieve your goals. You will develop an effective Personal Plan for Growth. Challenge yourself and enhance your performance through this effective session.

Financial feedback

What is your definition of wealth? How much do you want to earn or make? When are you satisfied? How long will it take for you to reach your goal? It is important to monitor and rate your success. However it is also important to stay in touch with your true self, to be happy and enjoy the process. We work on the personal points for growth. The Personal Plan for Growth is aimed at improving your learning points and qualities.

Learning effect: effective self-management and strategic decision making. If you don't ask, you won't get. The goals you want to achieve may range from getting more energy, time or money to creating a valuable network. Create your own unique way to the top. Take chances and create opportunities. Remain positive and solve any problems you may encounter on your way to the top, even in unexpected circumstances.

Innovate and get others actively involved

Take action with performance management. Adopt a flexible approach towards changing circumstances. We work with leading business models and teach you how to use them. You will learn how to adapt easily when a new development comes along. The approach to leadership is one that involves actively adapting to the situation without losing faith in the relationship with stakeholders. With the active use of competence management you can start to get others actively involved and prepare them for possible changes. Create your own step-by-step action plan to lead them towards your goal in a pro-active and efficient way. Get others actively involved in progress in a positive and teambuilding manner and help them accept necessary changes.

Learning effect: being successful in achieving future goals by means of powerful entrepreneurship and intrapreneurship. You will implement change on the basis of an innovative and smart step-by-step action plan. You will be supervising individual and group performance and giving direction through competence management and multi-dimensional communication. Challenge yourself and get the commitment of others.

Effective project management

You will be introduced to the digital project management indicator (KOAN-PMI). This instrument allows you to measure and interpret your own competences and those of future employees to help you become more successful. It is based on 8 competences that are crucial to the success of a project. We use different coaching tools to work on long-term personal objectives. As part of this tailor-made approach we optimize knowledge and skills. You will be able to ensure that projects are in line with key organisational goals and to successfully change the performance of a team member to ensure that the desired goals are achieved.

Learning effect: project management and a personal report for growth combined in a single solution for a winning approach. Enhance your ability to:

1. create organisation mindedness
2. get support from others
3. get commitment from others
4. manage information
5. make things explicit to others
6. get and demand respect
7. create a spirit of competitiveness
8. become more self-confident and resilient

Digital personality questionnaire with professional and personal report

'Out of work? Give yourself the best chance of getting back to work.'

The KOAN-PI is a personality questionnaire used within the context of recruitment, career counselling, personal development, coaching and team development. Based on personal answers, a professional report is used to compile a personal profile. The tool predicts future behaviour and delivers a realistic profile. During an effective coaching session, key learning points based on 19 scales will be discussed.

Learning effect: you wish to achieve optimum results. We depart from your own professional experience and work on how you can effectively achieve future goals. Stay in touch with personal development.

General terms and conditions

Business proposition: in-house training will be provided in a combination of 2 solutions. We offer a tailor-made programme and the training material is offered in the form of a personal report. The solutions in business coaching consist of one-to-one coaching sessions. Bizpiration will invoice the fees payable in advance. Full payment is due two days prior to the first day of the course.

All assignments accepted and carried out are subject to our general terms and conditions, which have been filed with the Chamber of Commerce 24410083 in Rotterdam.

For more information, please contact Bizpiration.

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