

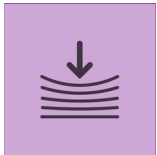


Impact of continuous change on the well-being of your leaders

Live Better — Lead Better!

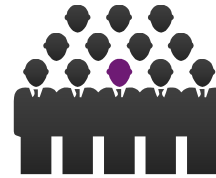
In a 2-hour lab session we offer you a snapshot of your future leadership resilience plan

Define your situation



Adaptability & Resilience

Leadership Behaviour



Observations and data



Routines - Morning, work-, evening and sleep

GAP Analysis



Supporting systems



Continuous changing working environment.....

Disruptive Market Changes

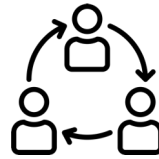


24/7 & The Global World



Robotization & Technology

Different Ways of Working



Agile en Teams



Connectivity

Changing Workforces & Required Skills



Generation Management &
Longevity



Adaptability & Resilience

Continuous change is having an impact on the wellbeing of your leaders

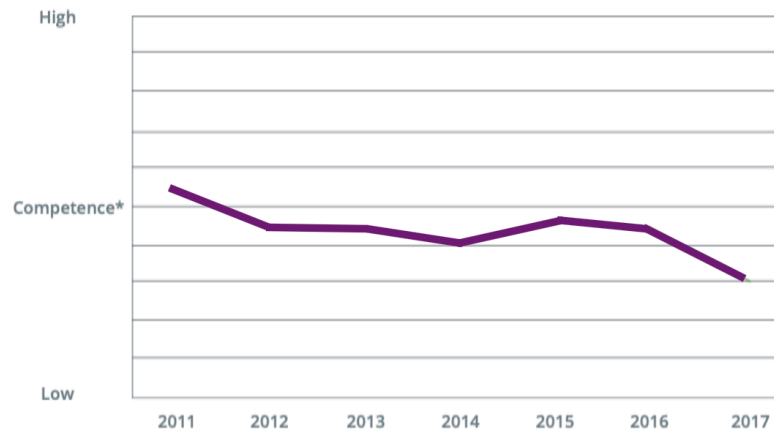


‘Driven by the always-on nature of digital business and 24/7 working styles, studies now show that more than **40 percent** of all workers face high levels of stress in their jobs, negatively affecting their productivity, health and family stability’¹

¹ Source :EKU Online:‘Work-related stress on employees health’: March 2 2018

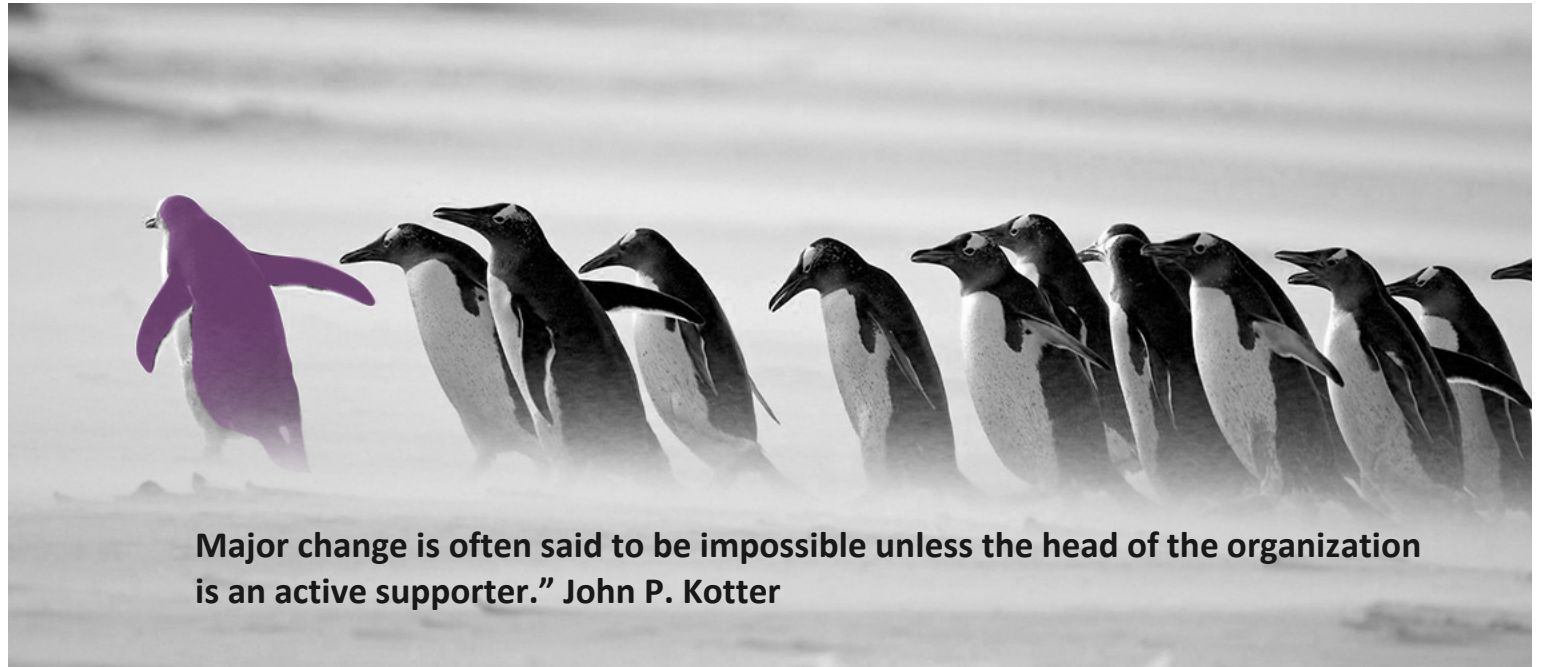
In turbulent times organisations are not facilitating the adaptability of their senior leaders

Figure 4: Adaptability Trend for Senior Leaders (2011-2017)



* Competence represents an estimate of the average effectiveness on this competency calculated from a combination of all relevant personality scales.

Source: © 2019 SHL and its affiliates. All rights reserved. TA1900725 Last updated: August, 2019






Adaptability & Resilience – Navigating the path ahead



- Are we able and willing to change and adapt to the new reality?
- How do we cope and recover quickly from difficult conditions and/or set-backs?
- According to the World Economic Forum Resilience, stress tolerance and flexibility are one of the top 10 2025 skills

What are the required capabilities to deal with the future of work?

Executive Functions	Emotional Control	Self-monitoring	Organization	Shift	Planning and Prioritization	Initiation	Inhibition	Working Memory
Top 10 skills of 2025 ¹								
Complex Problem Solving								
Critical Thinking and analysis								
Analytic thinking and innovation								
Creativity, originality and initiative								
Leadership and social influence								
Reasoning, problem-solving and ideation								
Active learning and learning strategies								
Adaptability, Resilience, stress tolerance and flexibility								


 Relationship between executive functions and skills
 No relationship between executive functions and skills

What are the benefits of increasing well-being for performance?



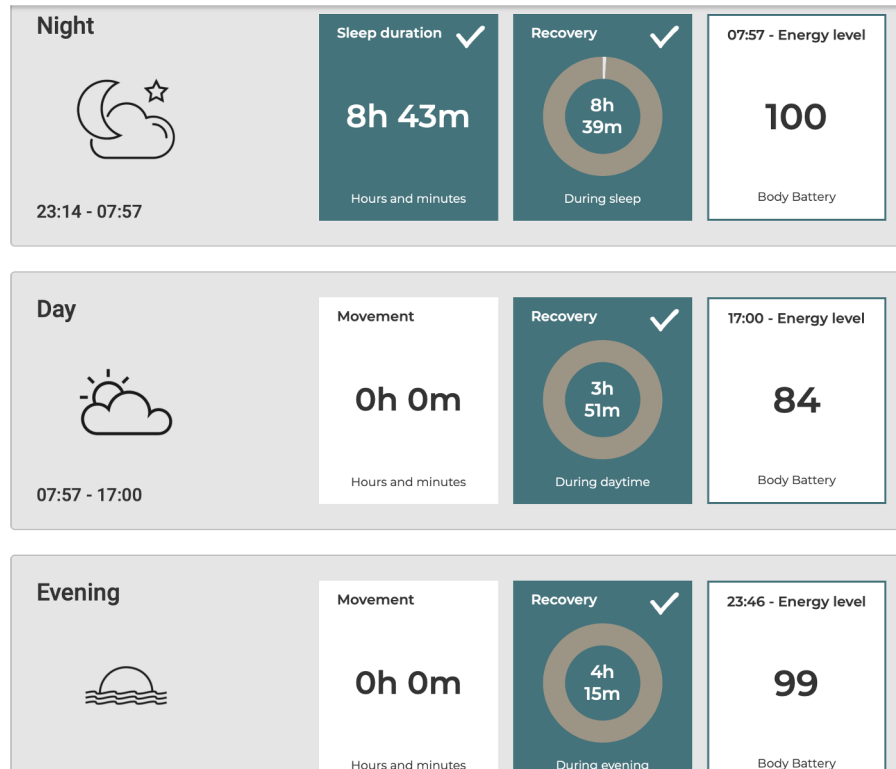
How do we improve resilience?



The gas pedal of the autonomic nervous system of modern employees is **overactive**. Therefore their executive brain performance is lower and they experience more stress.

The executive functions are closely related to the skills of the future. By better managing wellbeing, we improve brain performance and therefore the skills of the future. This results in an **increase in leaders becoming more resilient and adaptable.**

Start providing insights to leader so they can take personal leadership of deep-rooted behaviour



Your facilitators...



Sander Gremmen has more than 9 years experience in coaching employees. He has worked for national and international organizations. His science based approach leads to measurable results. His mission is to make people more human by using technology.

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Marina Krooder has more than 17 years experience in People & Change assignments within both national and international organizations. Her 'practical HR and change management experience' combined with best practices ensure that recommendations are effective. She is passionate believer that personal leadership in change requires a 'healthy mind in a healthy body'.

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