

## **PRODUCING CHANGE FOR TEAM MEMBERS**

**We invite you to join a transformational 10-month program for a mixed group of employees, first time managers, advisors and entrepreneurs from different organisations and companies who wish to produce change.**



### **OVER THE 10 MONTHS YOU WILL HAVE**

- Discovered your talents, your passions and your purpose
- Developed a strong view of how your talent can contribute to change
- Defined your vision by creating stimulating future visions
- Gained insights into your personal system from blockage to your first step
- Translated your insights into concrete actions for yourself within your team
- Learned to deal with individual interests in a collaboration smartly
- Made flexible use of methodologies and tests for yourself and your team
- Insights in the complexity of the system of your company or organisation
- Learned to effectively guide change by building support
- Have directed everybody in the same way by enthusing your colleagues

### **CONTENT OF THE PROGRAM IS BASED ON**

- Various learning methods created by Roosmarijn Haring, developed over years as coach
- Proven profiling tools like Talent Dynamics created by Roger Hamilton & Michelle Clarke
- Navigating change with confidence with a creative mindset to open new opportunities
- Integrating positive psychology, behavioural patterns and systemic constellations
- Thoroughly guiding change makers over a longer period of time from the inside out and then from the outside in
- Experience of guiding ca. 750 team players from various organisations in the Netherlands, Belgium and the UK
- 20+ years of experience in companies as well as organisations, ranging from management and project management positions to leading and coaching teams and working with management teams on team related issues in various transformational programs



## PREVIOUS PARTICIPANTS OF OUR PROGRAMS

Ca. 750 team players from companies and organisations across the Netherlands, Belgium and the UK such as Rijkswaterstaat, Enexis, Reed Business (Elsevier), Stedin, various Municipalities and Provinces in the Netherlands, Cloud Spa, ING Barings, ING Belgium, NN, RR Donnelley, Prorail, Belastingdienst, Alliander, Ministry of the Interior and Kingdom Relations

## HOW THE PROGRAM WORKS

- For a group of 15-30 team members, employees, advisors, first time managers and entrepreneurs with a team (or a team wish)
- A 10-month program structured around two phases with recurring modules plus an extra bonus module: **Map your data**

Phase 1 From the inside out		Phase 2 From the outside in	
<b>Map yourself</b> 	Fill your personal strategic proposition canvas and find your natural talents, passions & purpose	<b>Map your progress</b> 	Describe your personal highlights, challenges, prancing questions and key learning's
<b>Map your vision</b> 	Understand the stages of the Vision Map and develop a compelling and robust vision and scenarios for the future using the Vision Compass	<b>Map yourself</b> 	Identify and eliminate your blocks to flow and learn how to ask better questions from a different energy perspective
<b>Map your system</b> 	Discover blockage in your personal system that were not visible yet	<b>Map your system</b> 	Understand how the system of the organisation contributes to your success and challenges
<b>Map your progress</b> 	Allocate highlights, challenges and key learning's	<b>Map your leadership</b> 	Have a deeper insight into the impact of your behaviour and build your personal management style
<b>Map your team</b> 	Understand the value of team members and change your interactions, collaboration and communication within your team	<b>Map your team</b> 	Deal effectively with resistance to change and develop ways to positively influence the players in your team
<b>Map your data</b> 	Getting started with quality. What is the norm? What is Quality? And why do we all think differently about it?		

This program is based on learning by doing. We alternate group workshops with individual accelerator sessions and group accelerator sessions. Furthermore we help your learning



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process through interactive personal development assignments, and interchange theory, group exercises, and individual actions with fun learning methods. By engaging your manager you will get more sustainable results.

## TIMING OF THE PROGRAM

The program is divided into 2 phases:

**Phase 1:** November 2018 – March 2019. **Phase 2:** April – November 2019.

*\*No workshops and sessions over the summer (July, August).*

## DETAILS OF THE PROGRAM

MONTH	EVENT	DURATION
Nov 2018	<b>Workshop #1</b> Map yourself	1 day
Dec-Jan	<b>Individual Acceleration session #1</b> Map your system	2.5 hours
Jan 2019	<b>Workshop #2</b> Map your vision	1 day
Feb	<b>Group Acceleration Session #1</b> Map your progress	2 hours
Mar	<b>Workshop #3</b> Map your team + Map your data	1 day
Apr	<b>Group Acceleration Session #2</b> Map your progress	2 hours
May	<b>Workshop #4</b> Map yourself	½ day
May-Jun	<b>Individual Acceleration session #2</b> Map your system	2.5 hours
Sep	<b>Workshop #5</b> Map your leadership	½ day
Oct	<b>Workshop #6</b> Map your team	½ day
Oct-Nov	<b>Closing event</b>	2 hours

## CONTACTS

Roosmarijn Haring, Roosmarijn@geodomein.nl, +31 6 543 91 597 ☎



## WHAT PARTICIPANTS SAID

“In addition to the great personal insights I gained, we as team learned lots, like where our strengths are, which energies are overrepresented and which need attention. The program was nice and clear! I want to learn me more, both personally as for my team.”

“For me all the pieces of the puzzle came together. I gained not only insight, but also a structure that helped me achieve my goals personally and for my team, our motivations changed. The program was very enlightening using trust, flow and system dynamics.”

“A big advantage is that my specialized work is not an issue, as the trainer understands. This allows us to focus on my passions & drives and what moves me. The program gives me an excellent way to experience a different route in my life path. It is fun, innovative and brings me into the right flow. I benefit from it, as do my team and my family!”

## THE TEAM

### Roosmarijn Haring



Roosmarijn her purpose is changing changemakers to shift systems and sparkle eyes. She is the founder of Geodomein, an international training company. Geodomein focuses on changing systems of organisations from within by guiding key players in teams with strategic transformational programs. Since 2013, Geodomein has worked with senior professionals and their teams in the Netherlands, Belgium and the UK. She is certified master trainer, constellations expert, author and speaker and created various team programs and games. Before founding Geodomein, Roosmarijn held various positions in businesses and organisations internationally. As Reed Business (Elsevier) editor-in-chief she hunted the best stories globally within tech niches, and led the ideal team from the MT. As project manager in organisations she influenced decision makers and policy makers. Roosmarijn lives in the Netherlands with her husband and two kids.

### Jan Everts



Jan's purpose is to get the best out of individuals and/or teams. 'Develop yourself with passion' is his slogan. As a trainer at Geodomein he creates impact on people and starts a transformation to longlife self development. When working with teams he is searching for ways to create outstanding performing teams without losing the personal view of each individual. He guides in a casual and personal way. No-nonsense, confronting with compassion and humor. Before founding his coaching, training & consultancy business, Jan held various management and project management positions within ING. As a HR Expert and certified coach, he coached young talents and lead intervision sessions within the ING Talent Development programs. Jan lives in the Netherlands with his girlfriend and their four kids.