

ShareCommentary

Q. What impact can a mid-year team review / retrospective have on your team performance?"A. According to the v
What is your super power?"Last week I received some wonderful feedback from a client.... "Your super power
Sometimes.... Often... artists can (subtly 🧐) point us in the 'right' direction.... "In life."In work."Fill 'your' weeken
This afternoon I visited the studio of my friend (the Dutch artist) Maarten Baas."Here is a gentle reminder from Ma
If you're truly interested in change... and learning... and personal growth / development.. then this would be the bool
How are you doing?..... Busy!"How are you feeling?..... OK / Fine / Good / Great."Recognizable Questions & Answer
Whoop whoop!! Super happy (and also quite relieved.... that exam wasn't easy...) to receive this ICF certification. C
What can we learn from a different generation?"Connection : A great way to practice 'emotional agility'... "Collabora
"What possibilities would emerge?"

What type of energy do you want to create in your 'meeting'?"Yesterday I was having a conversation with my mate
Feeling so very Thankful for sharing this beautiful evening of connecting and connections with my friends at Nature C
They say that.... "A picture is worth a thousand words."Check out our latest 'pictures' at Gathering Natuurlijk.... ""
"Don't waste a moment."RIP Rob Burrow. ❤️"#inspiration #life

"Old friends, sat on a park bench like book ends.".... "Can you imagine us years from today, sharing a park bench
Indeed... Whoop! WHOOP! :-))"#nature #leadership #teams #learning #wisdom

Shall we drop the labels?"Shall we be curious about the person / team?"Yesterday was a fun day!"During the m
What inspires you?"And what to do with this inspiration?"Yesterday I was working with a management team and t
Is your team having dysfunctional conversations?"Here is a relatively simple check.... "When your team is having
Lunchtime walk. ✅ "Literally,, walking the (connecting with nature) talk. :-)"Feeling energized."#walk #nature #c
One of my favorite artists Nik Ramage, needs your support to publish his 'book of ideas'. "I would have called it his
Proud of Barnabé Regan growing his expertise and sharing his wisdom! Or maybe the other way around... :-))

Who will find a Way instead of Taking a side?"#peace

Welcome to our Gathering Natuurlijk LinkedIn page."Floris Dekker and I would be sooooo delighted if you'd like to
Yesterday was a good day.... "The joy of sitting on a bench & the joy of sitting around a campfire."Yesterday aftern
What's your life purpose / mission?"What's your team purpose / mission?"If you're not clear on this or these two c
Sharing for my L&D network.. "Bekijk deze vacature bij PALLAS: Training Program Manager

I'm heading to London for the weekend... "Here is my prep reading for the listening, talking and thinking together t
What is emerging in the team?"This is the question I asked as a 'check in' yesterday when I sat in this circle of cha
The world and our organisations need more Flower Throwers!"I was recently coaching one of my clients about her
Our ChatGPT guru is BACK!! "If you'd like to learn from / with him he is OPEN for business. ☐"#chatgpt #coach
What if the 'right answer' arrives by 'just' being with someone in silence....?"I've been thinking a lot recently about I
When we connect (or re-connect) with our dreams, we have a chance to grow towards them."If we don't connect (
"Shall we go for a walk for the coaching session?" said my client."How cool is that!!.... I don't need asking twice :-)"
Spreading the word. "For those who cannot." "#Erased #WPFD2024

Which team are you playing for?"And ... How does your organizational stucture support the teams?"For me this s
1 week later and I'm still feeling the resonant glow of our Gathering Natuurlijk camp fire and warmth of this feedback
Fill your life with things you value."Cameraderie & Togetherness. ☐🌻 "I'm just back from a fabulous weekend in I
When' I get to heaven... I will recognize it."It will be something like this.... "Beautiful souls gathering together."Dari
"I'd always thought of 'debate' as having an arguement... now I start to understand the value in really thinking, talking
I have a new favorite podcast.... A New Kind of Dialogue!"It's a joyful & intriguing listen which is full of a lifetime of
Story telling master piece here... "The power of your words!"Enjoy."#storytelling #words

For much of my life I have been "a Master of being OK!"But "Being ok" constantly, is basically "numbing" our emoti
Starting the day with a run in the beautiful Dutch countryside is absolute bliss! 🏃♂️🌳 "Now diving into my work with
It's OFFICIAL!! "Connecting in nature... makes us (humans) smile!"☺️☁️☺️☺️ "What also also make Floris D
How many 'skillful conversations' do you have each day?"Everyday, we gather in 1:1 or group / team settings to pr
Super article to ponder... "How are you listening?"#listen #learn

Spring is in the air here in NL! ☺️ "I love this time of the year. "Its a time of newness and so many growth opportun
Interesting data... "How many training hours / FTE does your organization offer?"#learning #development #taler
Inviting amazing young women on to the stage... "Yesterday evening Elsa Regan-Klapisz, PhD and I had the plea

The 'value' of walking in nature to share some birthday (learning) reflections.... ""What a precious gift with Elsa Rega Walking.""Talking Leadership.""Listening.""In Nature.""Simple practise.""Complex theme.""Exploring together.""Expe When the people arrive at your meetings do they feel 'welcome, present and engaged'?""If you're very lucky a few I What if it really was this simple?🧐 ""#kindness

For my coaching, team coaching and leadership network. ""Here is a fascinating post from Elsa Regan-Klapisz, PhD Today starts a brand new learning adventure!! ☐ ""Just finished the first session of the 6 month long certified Dialog For my L&D network... I highly recommend this program. ""#learning #development

Sometimes,, it's good to feel / listen to what is emerging.... and let go of our 'precious' agenda. ""Earlier this week I For my friends who have leadership positions.... ""What are you putting in place so that your team has 'the possibility If you're looking for a training program that will build your Team Coaching competences... ""And which is FULL of p How do you celebrate?"

"&... What are you celebrating?"

""

"This morning Floris Dekker and I took some time for delicious treats... we are celebrating the steps we're taking with our 'Gathering Natuurlijk' adventure... step by step... really enjoying this journey. 😊😊"

""

"See comments for a link if you'd like to know more about our adventure."

""

"& Happy Friday... how and what are you celebrating today? 😊"

""

Sitting in a circle with a team with no table in the middle enables... ""A feeling of shoulder to shoulder togetherness. These considerations are relevant if you're considering working with a 1:1 coach or a team coach. ""#coaching #te Great opportunity to work with my brilliant mates at Expertized!""Michael Richardson is op zoek naar medewerkers Do you LOVE learning about leadership themes together with other inspiring leaders?""Do you LOVE spending time Wishing you an AWESome week!""We don't need to go to Yosemite to dwell in AWE, but there is certainly some learn Sound on to tune into these early birds.""And see below for our 'Gathering Natuurlijk' early birds special offer. :-)) "" Can Micro -acts of joy make us happier...?""BIG Joy! Is a science project sparked by the joyful friendship of Desmor When we are crystal clear on the goals we are aiming to achieve, then we certainly have a better chance of achievin A thought for this new(ish) year....""What do you value?""If our 'Values' are about ... Filling your day with things you ' In 2024 I wish you LOVE!""My 'carte de vœux' for 2024 is borrowed from Yves Saint Laurent in 1971 (the year of m Take 5 mins to feel your emotions when listening to this. What are your emotions telling you? Where are they guidir An invitation to win your battle with time in 2024!""Here is a small article that Floris Dekker and I have written about If we want to become masterful... practice & experiment & reflect & experiment & be patient & experiment, and repe Spending time in nature... "It's not a luxury – it's a necessity."""Spending time in nature... boosts... your health, cog What do I want to talk about today my Linkedin friends?""This... The world needs more female leaders!""On a ma Spreading the word in my L&D network... very exciting and impactful role this one!!

Interested in Collaborating with the future?""Connect with this amazing young guy! ""Proud dad moment as Barn Here is a super interesting read about creating a High Performing Teams culture (in sport).""Love this quote: ""Ror Where are we (humans) going for the 'Future of Work'?""Really enjoyed the Future of Work seminar at Nyenrode E What 'value' can you create by walking and talking in nature with a close friend / colleague?""Soooooo, Hello Link At the moment I'm gratefully inspired by this book : A New Kind of Dialogue by Peter Garrett. ""During the last few w Sharing into my Engineering Leadership network... I'm sure you have some amazing stories for this book. ""#engine What 'value' can you create by taking a walk in nature with one of your favorite old colleagues / friends?""So this w: Feeling the ♥ for the Cynefin Framework!""Sharing this for all the 'Leaders' in my network. ""The cynefin framew I can't find the right words... but the world truly needs "women at the table!"" ""The one message all our holy texts t Q. How do you know that you're in a BRILLIANT team?""A. Ask your Internal (team) AND external stakeholders THE Last week I unplugged in the Dolemites with this amazing young man!""Thanks for your beautiful reflections on this In these heart breaking times... this group of Israeli and Palestinian artists / musicians offer some 'hope' and an exar According to the World Economic Forum the No 1 skill that will be required in 2027 is "creative thinking". ""Soo.... L Sharing into my L&D / HR network... especially in Multi national corporations.. super interesting research by the alwa Sometimes our kids amaze us... AND their clients! ☐ ""Please connect and contact Barnabé Regan if you'd like to Here are 2 stunning findings about team effectiveness: "" ONLY 24% of leadership teams are highly effective!"" What 'value' can you create by taking a walk in nature with one of your favorite old colleagues / friends?""There is s Isn't it AMAZING what humans can do when we collaborate together and (literally) build on the shoulders of others... Absolutely YES to this... ""Makes me think of Maha Alusi Henrik Herrmann & Pierre Fel my (child hearted) friends i

Business as community builders... ♡ ""#communities

What a wonderful couple of days in Barcelona earlier this week for the 2023 Alumni Program of Global L&D and HR Confused....? YES! ""Aware of your Confused state? Now... YES! ""Last week I followed the very brilliant Cynefin & Now, here is an idea worth spreading... ""Wishing you all a successful day! 🙏 ""#paulocoelho #success #peace What do I want to talk about? Well my LinkedIn friends... ""I want to talk about our HUMAN NEED for POSITIVE VIBES I finally got around to joining the ICF. ""Always nice to receive a badge to help with a celebration. :-))

Fact! ""I learnt from Martin Smith Maximilian Busser & Maha Alusi ""#creativity #becreative #everyday

A BEAUTIFUL DAY! ☐ ""Favourite corporate client: Danone ✅ ""Favourite activity / activities : Leadership coaching Shall we change the spelling from 'business' to 'busyness'? 🗂️🧑🏻 ""Seems more accurate these days. ""If you had been here Yesterday on a run, my path cut straight across this 'circle' of logs. ""What a beautiful message (& yes, I believe in it) An Amazing example of the opportunities with AI! ☐ ""Check this Barnabé Regan! ""#AI #collaboration

Interested in 'Team' effectiveness? I do hope so.... ""Did you know the seminal work and model of Katzenbach & Smith? Are you 'collaborating' with ChatGPT....? :-)) ""I am with the support of Barnabé Regan. It's intergenerational learning What do you believe in? ""What do you stand for? ""I recently crafted my philosophy (what I believe in..) and stance I'm getting back into work mode after a super relaxing Summer vacation.... it feels like a good time to update my (self) This is cool!!

For my coaching and L&D networks... I highly recommend this training event!! ""#teamcoaching #teams #teamwork Packing some books for our Summer holidays.. Elsa Regan-Klapisz, PhD 😊😊 ""What more could we possibly need? Sometimes our kids AMAZE us!!! ""This is one of those times for me.... check out Barnabé's new business offering! Today I'm celebrating 🌱🌱🌱🌱 which will certainly include a visit to the local 📦 shop after posting this! 😊 ""When you are 'doing'.... How do you want 'to be'? ""In the last couple of days I worked with an amazing team of Digital Sharing with my network! This is a brilliant and important role!

This is inspiring! ♡

It's really time to change the way we 'do and be' on this planet. ""#change #human #connection

Do you really need a doctor to prescribe you 'some time in nature'..? ""#nature #wellbeing

Some questions (& an answer) for Leaders! ""1. When is the last time that you shared a real time, real important, real THIS! 🙏

Today I was reminded of THIS! 🙏 ""Inspired by Adrian O'Gara

So excited that 'THIS'.... is really happening! ""THIS'.... is our very first 1 day leadership event 'Gathering Natuurlijk' Interested in Complexity?... YES! ""This program looks awesome! ""I'm gonna sign up... ok Elsa Regan-Klapisz, PhD We are humans. ""We feel emotions. ""Emotions can affect us. ""It's so good to put them on the table with your team This is so very very AWESOME! 😊 ""Brings tears to my eyes every time I watch it. ""Be yourselves my friends. 🙏 Sharing this for my coaching and team coaching network. ""I posted a question to the marvelous John Leary-Joyce Can you imagine the possibilities...? If we all give ourselves permission to be creative. ""LOVE LOVE LOVE this Text Shall we have the coaching session here in this meeting room or shall we go for a walk? ""Ahhh yes... let's go! ""C Hanging out & really 'being' together is such an essential part of 'teaming'. ""So grateful for our togetherness and connection This is such a beautiful book / piece of art. ""#creative #coaching #teamcoaching

After a wonderful couple of days with a brilliant team in Maastricht I have a special offer for my Limberg network / members THIS! ""#equality

Today I'm heading to Maastricht to facilitate a team strategy workshop. Normally I drive to meet clients but today I parked It was noisy in our office yesterday. ""🗂️🧑🏻😊 ""What a joy to work here with my friend and colleague Floris Dekker This is a pretty clear explanation of why AI needs regulation. It's amazing and exciting but we are heading for a disaster So very true this post!! ""Thank you for the creative team space that we have created together Maha Alusi Pierre Fe Creative Thinking is riding high on a World Economic Forum list of Top 10 skills in 2023! ""I wrote a small article to contribute What is your idea of joy? ""Here is mine :-)) ""Slowing down, being in nature, sitting around a camp fire, walking in the forest At Gathering Natuurlijk, we offer leaders a space in nature to slow down. A space to listen and be heard. A space to create What a delight to collaborate on a new project 'Gathering Natuurlijk' with my inspirational friend Floris Dekker. ""Really I love this question! Fabulous for individuals and for teams... ""Who do you want to be? ""#coaching #teamcoaching For kids and big kids (adults) too.... Find what you are good / great at and grow from there. 🙏

WOOOOOOOHHHOOOOO! Time to celebrate 🌱 & be grateful 🙏 ""What a beautiful journey it's been for the last year True this! ""I am learning more and more to follow my intuition. ""Happy Easter to you all. ""#followyourheart #intuition Feeling both calm and fully alive when being and walking in nature. ""& this was during 'work hours'.... 😊 ""What is On the table / study table this morning... carrot cake, flat white coffee & "the Bible of coaching guides." 😊☐ ""Ahhh LOVE these 'gentle' words of warning about 'psychometric testing' from the wonderfully <provocative> Dave Snowden If you're looking for some clarity about the difference between Team training / Team facilitation / Team coaching, the

Here's some stories (from my life / back catalogue)... ""Musings about : Who am I? Who are you?""Hope you enj
Interested in Effective Teams? ""Interested in Team Leadership?""Interested in Learning?""Then this will be an abs
I got this idea from the artist Damien Hirst. ""I follow him (and many artists) on Instagram. He doesn't only publish i
What a super ... and super uncomfortable conversation here on 'sense making'. ""And we have such a big need to
So many fabulous quotes in this article. Here is my favorite. ""W.H. Davies wrote: ""Now shall I walk""Or shall I rid
On the treats table this beautiful Friday morning.. 😊 ""Learning so much in the last months from the Team Coachir
I felt like updating my LinkedIn profile picture with this 'self portrait. ""Life is good.... spring is in the air. Time for a s
Ahhh Friday morning feeling... Savouring these treats! ""I'm sure you'll appreciate this sentiment Allard de Jong (M
If you have some spare 'listening time' this weekend....This is one of my favorite podcasts EVER about my favorite s
For my L&D network.... this program is SIMPLY THE BEST!!!

This is such a beautiful TED talk by my friend Maha Alusi. ""She is so wise.... "don't wait for happiness!""I just lov
WOW! WAUW!! Elsa Regan-Klapisz, PhD ""We got this.... 20 YEARS MARRIED and STILL ENSEMBLE thing!""
What's your story? What's your team story? ""Here is a wonderful TED talk by Andrew Stanton (Pixar Studios) that
What a treat to meet with you this morning with Floris Dekker !! 😊😊 "" #Treats #adventure #learning #doen
Really enjoyed this article on 'Cultivating Creativity. ""Creativity is a complex subject so I'm really not in favor of putt
If you work in a team..? Or lead a team? You probably do... then this podcast is SUPER-MEGA INTERESTING! ""
If you're a Team Coach looking for Team Coaching supervision I can highly recommend Tara Nolan, MCC. I was luc
Sign up here... the most brilliant Masters program for L&D Leadership! ""It is so full of learning and joy!!

WOW! Love this explanation of the power of ChatGPT by Satya Nadella. ""Simply amazed by the possibilities of thi
So very much to learn and love here.... ""Craft, creativity, being human. ""Congratulations to my friend Maximilian
Sharing in my L&D network.... great role in a super successful / growing company.

YES to THIS! ""THIS is the 'work' book of Felix, our youngest son. He's just turned 13 and is at a Dutch school. ""
Wonder-ful!!

Sharing this beautiful initiative into my (poet) coaching network :-))

Spreading our boys message with Elsa Regan-Klapisz, PhD .. Stay humble, live the positive. KEEP IT REGGIES!

My wish for 2023.... To go searching for space(s) where creativity happens. ""So looking forward to these inner and
This year I re-discovered my love of nature and art and creativity. ""Along the way I kept bumping into Van Gogh...
Amazing this!

Hi! ""I'm sharing Elena's post into my HR / L&D network. ""Elena is an amazing coach,,, I know she has coached r
Proud Dad and Maman (Elsa Regan-Klapisz, PhD) moment!!!! ""Earlier this week I shared MY STORY about Reggie
I've gotta feeling that creative stuff just happens / appears when we gently mix, nature, walking, camaraderie and a j
A story that started without hope... this is also MY STORY! ""The last few years were really heart breaking and so v
Last week I had a couple of days hiking with an old friend in the beautiful Cairngorm hills in Scotland. It was so calm
Just played a Team (card) game on zoom... I'm at schiphol (Amsterdam airport) and my (Team Coaching Studio dipl
Today included a wonderful couple of coaching sessions whilst walking and sitting in the Utrecht University Botanical
What is team coaching? ""Such a marvelous question... ☐. ""Thanks Georgina Woudstra for this blog and for bu
What does all this 'Cameraderie' mean? ""In the last few weeks on 4 separate occasions I have come across, discu
I'm really blown away by the Heart at Peace... WAY OF BEING. ""Last week I was guided through a constellation of
I've only read 20 pages... but sometimes we just know... this is an AMAZING book! ""Thanks for this gift Elsa Reg
Just this.

For my L&D network... Super interesting role at super interesting company.

Fact : High performing teams spend time together being inspired and having fun. ""What a pleasure and inspiration
I LOVE Team Coaching! ""It's such an interesting, valuable, emerging and complex field of work. ""So interesting t
Loving the good vibes in this movie and book title.... I mean seriously... Let's create some Triumphant Teams :-))

I ♥ LEARNING! ""Whether it's learning myself or experiencing / guiding / designing / coaching the learning of othe
YES to THIS.... ""Take small steps to move towards the life you dream about living. ""#coaching #leadershipdevelk
You are so very welcome into my office :-)) ""Earlier this week I spent a couple of days going back to our human roc
Looking forward to diving into these.... ☐😊 "" #teamcoaching #teams #learning

It was so lovely to recently CELEBRATE (including virtual dancing... to everyone sing along.... "Celebrate good times
What do we discover when we 'zoom out' and 'zoom in'? ""I love 'zooming out' and 'zooming in' when I'm coaching t
So true this... "" #backtonature #backtobasics #creativity

This is a post to shine a light on the beauty of creativity, craftsmanship, humour, finding your flow, persistence, colour
Hi all, I have a question to the group... ""But first the background / context: ""During the Summer I saw on LinkedIn
Did you ever sit around a camp fire with your team? ""Being in nature. ""Back to basics. ""The warmth of connection.
What are you grateful for? ""Here's my new gratitude journal... ""I love reflecting and capturing stuff about ... what

Was your Summer so so relaxing.... then SO SO NOT relaxing..??""Earlier this week I was coaching a leadership t
THIS is LEADERSHIP!! ""As of now, Earth is our only shareholder," the company announced. "ALL profits, in perpe
For my Engineering network.... this is an AMAZING place to work!

Love this post highlighting the importance of human to human connection. ""Please take the time to connect. 🧑🏻🧠
Is receiving uncomfortable (painful) feedback 'worth it'..?""NOTE 1 : If you're interested in the financial side / ROI of
What's your latest (leadership / team) adventure?""Here's mine.... On Sunday evening I printed a booklet called 'B
How do you love to learn?""I really LOVE learning. It's one of my core values. I'm from a family full of teachers, so
What's your most beautiful / wonderful screen saver EVER?""I think this Co-active Coaching model is now mine....
I'm just back from a super relaxing Summer holiday / vacation,,, where I did NOT learn to juggle... :-))""But I did dex
When do you have 'colorful' conversations?""About 12 months ago I took my first 'real' steps into 1:1 coaching, wh
Are you curious about coaching?""I've been studying the Co-active coaching model for the last 12 months still l
For my L&D network... want to join some great people doing great things at ASML?

Next up.... 🧑🏻🧠 Reading the Room!""Pretty damn excited about diving into David Kantor's work / book. ☐""
For my Learning & Development network... and (of course..) business leaders... pretty handy and valuable checklist
Congratulations to the Lionesses! England Women Football / Soccer team are heading to the final of the European
Question : Which 'Love Language' do your team mates really 'care' about? And which NOT?""Last week I had the
On holiday 😊... Taking some 'me' time to learn about my 'pleaser' saboteur. 🧑🏻🧠 "" #Coaching #teamcoaching #sal
As per usual,,, I LOVE this post from @Susan David, Ph.D. ""For most people I coach (and work with) it's quite a re
This is an ASKING FOR HELP post!!""I'm currently working towards my Co-Active (ICF accredited) coaching certifi
Great position for my L&D network / friends :-))

I have a coach and she's helping me fly!"" ""OK, I can't fly like Tom Cruise yet... but bear with me."" ""I'm really c
Would you like to 'take some time out of the craziness'?""Sometimes it's good to state the blindingly obvious: We a
I've got a thing going on about 'treats' ""I recently realized that 'I deserve them' and then got in the habit of treati
Do you believe that cows can 'fall from the sky'? I do. ""Ok maybe not 'cows falling from the sky' but I do believe
Recently I was working with a team on the theme of 'Connection.' Their choice and a very good one... love this subj
Just signed up for this course.... I couldn't resist :-))""Can't stop LEARNING @ici2learn with Elsa Regan-Klapisz, PI
Yesterday afternoon I was in a Team Coaching supervision group led by the very marvelous Tara Nolan, MCC !""V
Time to study... next step ICF certification / accreditation with Co-Active Training Institute. "" #Learning #coaching
Who loves learning??? About yourself? About leadership? About teams?""Every time, yes EVERY TIME I connec
This week I was in Amsterdam for a couple of days, coaching a fabulous new team who had never actually been tog
My absolute favorite part of coaching (individuals and teams) is helping people connect with their emotions. ""From
Yesterday I worked with a new team in this absolutely wonderful setting. It was the first time the team had physically
Love this episode of The Game of Teams podcast. Such a beautiful conversation between Tara Nolan, MCC and Ru
This is a post to share the amazing frameworks of some of my favorite academics / scientists in the field of coaching
So recently the universe seems to be telling me something about BEING BOLD. ""Last week I was challenged by m
Last Friday I was being coached by my truly amazing coach Michelle Garnier- Chedotal. ""She was challenging me
Sooooooooo YESSSS! WOOOOHHHOOOO!!""This is one of my 2022 goals that is HAPPENING!!!""I've just rec
Love this 'Moments that Matter' framework for Teams created by Mark Emdin ∞... ""It beautifully clarifies both;""V
Just jumped into a wonderful HBR webinar with Rasmus Hougaard... ""Leadership needs both compassion (to car
I absolutely LOVE the research into 'Teaming' by Amy Edmondson. It's so important in our complex and unpredictab
Did you know? ""Every week in the UK, 84 men take their own lives. ""Keep talking and listening lads!""#itsokay!
This week I started coaching some new teams. It's been emotional and that is just wonderful. ""This is busines
Today we celebrate Martin Luther King day ... a fine day to ponder this question. 🧑🏻🧠

Ooooh,,, this is a great role at a fabulous, exciting, important company! Please take a look and share. 🧑🏻🧠
Hi folks!""If your week was like this.... I sincerely hope you're enjoying your weekend :-))""Nik Ramage THANK YC
Here's some juicy 'leadership' & 'team' questions that I thought worth sharing. ""They're taken from a recent HBR ar
I love love love learning and I'm so looking forward to this workshop with Richard Boyatzis this evening. My younger
Watching 'Don't Look Up!' made me really laugh and really cringe. Reading this article about the film and real life of
A classic image to get started in 2022!""Elsa Regan-Klapisz, PhD and I are so curious to explore 'the magic' and su
New Years Dive / Nieuwjaarsduik 🗳 ""What a feeling of being alive.... Brrrrrrr... The North Sea is cold! 😊""Loo
RIP Desmond Tutu... a man full of joy!

Hello there Linkedin people!""Welcome to the 1 MILLION ♡s ""Let's Get Unplugged Christmas Challenge!""p.s.
Who wants some inspiration to 'unplug' during the Christmas / holiday season?""Here it is.... created by my friend N
What learning do I want to share after going through such an emotional and amazing training program & phase in m
This... all day, every day!"" #life #choice #coaching #teamcoaching #learning

Today I'm on my final day of Co-active coaching training... thought I'd share this image ... 'Focus on the whole person' Last week I turned 50! After a few days of (we're still in a pandemic) celebrations and reflecting, I've decided it's a Last week I turned 50! After a few days of (we're really still in a pandemic) celebrations and some reflecting, I've c #GivingTuesday doesn't have to be only one Tuesday per year.... :-)) We still have some time slots available for 'fi Is there a better way to be connected and inspired than having a resonant coaching conversation whilst walking in th This article really resonates with me. It has such a deep connection with my core value of #Kindness. With people Hi all, Hope you're all well. Thought I'd throw this out there... into the Inalfa Roof Systems universe.... :-)) Subject Do you want to experience the Power of Co-Active Coaching and do some good? Together with a group of passi Sometimes 'coaching' is a serious business but not always :-)) Yesterday I brought the subject of 'having more j Evening class on the Neuroscience of Change program. Thank you Coaches Rising #Coaching #ne So full of curiosity for the next step in my Co-Active coaching journey.. 5 days (virtual) learning about Process coachi How cool is that; to see your kids soaking up the values that you live by...? Here's Felix in goal on Saturday mornir Today I was coaching a client about values and how they can be used to guide your everyday way of life. On the w For start up teams / businesses and investors in my network... Team Effectiveness should be pretty high on your Here's a tune, Weightless, to add to your 'Chill out' playlist.... Enjoy, it's good for you :-)) Holding each other accountable... such a great habit in teams and what an opportunity to grow and develop! A fascinating read to be enjoyed with a lovely flat white (coffee). So much of the wisdom in this book can be h Can you make knowledge transfer a daily habit in your teams and organisations? My friends at #Expertized and I I so, so, so, (on repeat) absolutely love the recent neuroscience research that is taking place and basically 'proving' t This has never happened to me before.... so let's share it! Earlier this week I was coaching a team and a new tear How would it 'be' to take the perspective of 'Expressing your Life Purpose'? Last week, I gave this a try throughout Tip for my friends & network in Utrecht! Super lekker eten en ambiance! For my L&D network / friends... Sometimes wonderful FREE gifts arrive from the universe... Thank you Professor Peter HAWKINS... Really looking For my L&D network / friends... Check out this job at Philips Domestic Appliances: Learning & Development Direc Love this perspective / approach: Don't coach for a problem to be solved, coach for a life to be lived. Jim Patt We know lots about kindness, it makes us feel good, is contagious and can make us less anxious. But there is still I Just registered to follow this Coaching course... the Neuroscience of Change. What a truly amazing faculty! Super c Just been on my lunchtime stroll and bumped into these wise words... You can't do it alone, you have to do it toge 1st Practice session complete : Utrecht triad group 1st Practice session complete : Utrecht triad group Let's have some fun ... sharing our 'Go To' metaphors. Surely you can do better than my 'bridges' one... :-)) I'll t: YES!! Just completed 3 more wonderful and emotional days of Co-Active Coaching training! If you've got though Great opportunity at Lightyear! #opportunity #Learning What a learning treat I offered myself this Summer! :-)) After 20+ years of using my natural 'coaching' style to lead an Online learning can be really hard but absorbing work!!! Here are some of the required & recommended articles th What a pleasure it is to keep on learning about Leadership and Emotions!! I so enjoyed this is wonderful online pro Here's a recommendation for all the coaching and team coaching 'geeks' out there.... this article is wonderful! #co The European Super League! What an epic failure! And hence what a fabulous lesson for us all As a systemic t I've been listening to some podcast interviews of Richard Boyatzis. Here is link to one and there are many!.... Absol So important when you are working in teams. #teamwork #teamcoaching For leaders and teams, I'm wondering, is there a more important skill than 'Listening'? #Leadership #teamwork Some simple and valuable tips for checking in with your colleagues and team mates. Go on... it's a good time to giv Diving into this new book this morning. So exciting to learn from the ever expanding literature available on Team Co Wishing you all a Happy Easter with these Wise words of advice from the Dalai Lama: be mindful / be selfless / be c Great graphic highlighting the behaviors & attitudes needed to build psychological safety in your teams. #teamcoe Are you fed up of all the bureaucracy in your workplace? This podcast will definitely give you some ideas to start cha Super article and data about the trends of our shift to Hybrid work. As a Systemic Team Coach, I'm particularly inter Love this podcast, so full of learning for coaches and team coaches. Elsa Regan-Klapisz, PhD there are some gems: Do you reflect on your mistakes? Or reflect with your team about the mistakes you have collectively made?... it's suc YES to this... "Our goal is to move from a bureaucratic model that is focused on maximizing compliance to one that i YES to this... "Our goal is to move from a bureaucratic model that is focused on maximizing compliance to one that i YES to this... "Our goal is to move from a bureaucratic model that is focused on maximizing compliance to one that i What a really tough and important list! Super interesting this! Love this.

My wish this year is to help the teams & leaders that we coach to 'generate magic', with Elsa Regan-Klapisz, PhD "Creating Psychological Safety looks like continuous bloody hard work to me. But isn't your (team) work so much Love this diagram, it's so relevant when choosing team members. Shout out to Elsa Regan-Klapisz, PhD,, my (prof To my L&D friends, this looks like a great opportunity!

I was just discussing the importance of 'Reliability' with a colleague.... a fundamental part of 'Trust' according to the Love this research and the business examples in this article.

This is a post for all the investors in my network. "If you work with existing start up companies, here is a fabulous Interested in leadership development and / or improving team performance.... listen to this. A wonderful conversation Individual AND Team / Discussion based AND Experiential...approaches to learning more about yourself... Love this For my engineering friends 😊 "We delivered some great projects together 😊 #teamwork

"Winning" the argument does not usually produce the best solution.... "This paragraph just jumped out of the page How is your team feeling and doing? Some insightful questions here to pose..

This episode of 'Game of Teams' is so full of gems that I listened to it THREE times... need to improve my listening : This episode of 'Game of Teams' is so full of gems that I listened to it THREE times... need to improve my listening : This episode of 'Game of Teams' is so full of gems that I listened to it THREE times... need to improve my listening : New books arrived 😊... Elsa Regan-Klapisz, PhD ... which one do you want first? " #teamcoaching #teamwork # Absolutely LOVE this conversation about Psychological Safety (in the workplace).... "Excellence rests on our willing Love this. Super interesting and super relevant these days." <https://lnkd.in/dxgYb3u>

I imagine lots of teams are struggling right now... there is so much uncertainty... 'Team Coaching' can be wonderful v This is BRILLIANT! A truly fascinating discussion that highlights how Shell are using the 6 Team Conditions framework Some great opportunities available at Lightyear!!

Looking forward to dive into these free videos on 'Patterns of Deep Change' .. THANKS to Coaches Rising #coachin Summer reading and learning ... " #teamcoaching #learning #leadership

THIS.... " #bethechange #AntiRacist

Receiving unexpected gifts now that can truly create deep relationship bonds in teams!" "BIG THANKS to my vri Always interesting to read / listen to josh bersin. Really enjoyed the video included in his post here...." #resilience # Today I'm celebrating! Just received my International Systemic Team Coaching certificate. The program has been a Loving today's (virtual) classroom." #Aoec #teamcoaching

The section in this article on 'Finding Meaning' is very touching... and motivating / inspiring for leaders and teams. Looking forward to this Elsa Regan-Klapisz, PhD are you joining too? " #Leadership #resilience #teamcoaching Sunday lunchtime reading... I'm told it's a classic!" #teamcoaching #systemicteamcoaching #aoec #teams Just participated in the introduction session for the #AOEC Systemic Team Coaching program.... can't wait to dive in Yup. Like this.

Love this.. being kind is contagious. Please share 😊

If you're interested in 'learning' and 'team coaching' (as I am) then take an hour to listen into this fabulous conversati Highly recommend this free webinar! SoundWave is a such a powerful tool to help you build skillful dialogue and Ke Excited to dive into this new book.... oh and the cappuccino looks good too :-)" #6teamconditions #teams #leader Want to know how your team can generate magic? " #6teamconditions #teamdiagnosticsurvey #teams #learning # A big step forward in teamwork... self awareness.

Decided to dive deeper into a new passion.... & just signed up for my next training on 'Systemic Team Coaching' : " Learning to use both the analytical and empathic parts of your brain ... reminds me of being a kid and kicking a soccer True this...

Absolutely LOVE this podcast / discussion between Krister Lowe, MA, PhD Lowe and Professor Peter Hawkins... so "If you keep your teams together, the payoff is huge.".... in my experience this is so very true. Does anybody NOT agree What a BUZZ! I'm wondering where you get yours? " #6teamconditions #learning #teams

A few words about 'when I most feel alive' and 'teams' " #6teamconditions

Yup.... "In terms of energy, we must all take care of ourselves before we can take care of others."

Fully agree with this.

Bottom Line: If you want to have a happy, dynamic career, make learning a high priority.

Lots to learn in this interview... reminds me of the proverb : patience is a virtue.

L&D friends/colleagues in NL.... this will be a GREAT afternoon!!... also good for my Dutch :-)

Great opportunities at a great place to work..

Looking for great career advise ... read it here!

Dear L&D friends, last week I graduated from the 2018 version of this course. I've been working in global L&D manag So proud to work with the amazingly talented Lightyear team. Yesterday we had a design unveiling to our first customer

YES!!! Graduated this week from the International Masterclass in L&D leadership at Nyenrode ... what an amazing 6 Interesting!

Just registered and now really looking forward to this webinar with Tonya Corley.

Absolutely LOVE this! The team at Lightyear didn't agree with a marketing campaign by Lexus here in NL.... so they If you want to create and sustain a great company: Learn to Delegate... I love this article and fascinating online disc Yes... love this! #cultivateyourjedi

Wow! I'm really looking forward to being driven around by a driverless car.

Interesting read.

Any investors in my network...? Want to become a shareholder in a really great company..?

Make (take) time to learn... you know it makes sense. Right?

Interesting article about HR tech acquisitions focused on productivity.... after all it's proven that : 'the most enjoyable Enjoyed this interview... strongly believe in setting ambitious & transparent objectives, it drives a culture of commitment

What a fabulous few days at Nijenrode in Amsterdam last week. BIG THANKS to Nick van Dam PhD and Jan Rijke

What a fabulous few days at Nijenrode in Amsterdam last week. BIG THANKS to Nick van Dam PhD and Jan Rijke

I recently started working on a super interesting L&D project at Lightyear, it's a company with a fabulous mission "Cl 5 steps to capture the knowledge of your experts... very interesting article from my colleague Jan Valcke!

Interested in Elevating Learning & Development?... This will be an interesting webinar!

Super interesting!

Brilliant and hilarious!

Excellent article : align personal development (learning) goals with performance objectives... then support!

Love this TED talk. "We can't change everything that happens in life, but we can change how we experience it."

Interesting read.... The science of adult learning is clear — individually we all are suboptimal learners, and we need c Go Lightyear!

OMG!!! Can't believe I'm starting a post with OMG!!!,, But this one deserves it. I had such a fabulous learning expe YES!

Massively looking forward to attending this program, sharing experiences & knowledge and building connections with Yes! This guy is absolutely incredible!

"Amazing things happen between people when the quality of their conversation is good" I can highly recommend Great job! Great company!

What are you planning to learn this year...? At ici2learn we are really excited and energized to be learning for 2018 a

It's nearly time to give Elsa Regan-Klapisz, PhD my Christmas present list.. do you have any tips for great books to r

Do you have business needs to deliver related to L&D, but don't have the relevant internal resource, I'd be delighted

How to build an enduring Corporate University?... here is an interesting article & discussion Dr Martyn Rademakers :

"Everybody matters" by Bob Chapman..... Elsa Regan-Klapisz, PhD and I had the pleasure to attend a seminar with

Keep on learning... and READING!

Sometimes in life we get super lucky and can spend our time working on 'dream' projects.... this was my 'dream' proj

Love these 4 questions... relevant for all interactions.

I love reading books about Leadership. Here is an introduction to the latest, it's called Leadership Agility. ""Do you c

WOW! Look at all the fabulous colour / energy in this training room,,,, and that's even before the participants arrived I agree.

Did you know that "ici2learn" can be literally translated to "here to learn"? ""Elsa Regan-Klapisz, PhD and I are really "Follow your heart and dare to change." Wise words from the wonderful Elsa Regan-Klapisz, PhD

Taking some time to relax (and learn) with coffee, pastries and a fabulous book!

Feeling very proud of Elsa Regan-Klapisz, PhD... keep inspiring!

Experts need to work with other 'types' of experts... the team at Expertized should know.

This article about Laikingland, our 'creative label' put a smile on my face :-)" ""http://lnkd.in/bvNjBzs

I just published a new project to my @behance portfolio: <http://bit.ly/JWTkti>

Applause Machines on front cover and wonderful article on Laikingland in the latest issue of Crafts Magazine.

work of Connie Gersick... LOTS of 'performance' impact!!! "Gersick discovered that teams often experience a 'is LOVE. You create a loving and trusting environment for people to be themselves and be vulnerable..'" "I told... "With Less." "Fill 'your' week that follows 'your' weekend.... "With Less." "#maartenbaas #lessismore maarten that our world is going / has gone 'a little crazy' as we are asked (or expect ourselves) to do 'more, more,

ers Certainly they are for me, as I was raised and lived by these 'standard' answers for most of my life." "Teaching and being coached is all about 'learning and developing' ourselves, it's challenging and fulfilling, it's emotion : How to 'work together' & flow between vision and daily tasks... "Focus : otherwise it's just a nice walk in t

: Floris Dekker about 'meetings'.... we were wondering together if people actually 'meet' together in 'meetings'." Quest." "To my network,,,,, "I hope you can take a few moments to read the words that Jolanda wrote to 'Mot "What a pleasure it is to be on this adventure with you Floris Dekker. Thank you my friend!" "#nature #advent

quietly." "... "Preserve your memories, they're all that's left you." "Song : Old Friends / Bookends by Paul Si

morning I was a trainer, facilitator & coach (yes, all of these roles..) using the Insights Discovery tools, to help a t he 'Check in' question was "What inspired you in the last few weeks and why?" "The team members each sh g a conversation, in order to make a decision together. "Are any of the below 'Dialogue Actions' missing?" "N

'follow' this page to be part of our emerging adventures." "Gathering Natuurlijk' is our retreat in nature for Lea oon I was sitting on this bench (the left one to be precise) with a wonderful coachee talking about her 'life purp questions... it may well be time to step back from your operational / daily grind ... and start to figure them out."

that will take place ... with new colleagues and old friends. "What a feeling of joy! □ "As I'm learning from th airs with a team that I've been coaching since the beginning of this year.... "It's quite an abstract / conceptual r 'way of being' as a leader.... and specifically how she chooses 'intentionally' to be as a leader in stressful situa

how we are 'conditioned',,,, and how we are 'conditioned' steers our behaviours, our ways of being and even mo (or re-connect) with our dreams, they will remain just (forgotten) dreams." "Same for individuals and for teams. "And even more cool when she works Danone Nutricia Research which is situated at Utrecht Science Park ne

sculpture shows the delicate / beautiful interdependency and inter-connectivity of teams in their environment / co that we received : "-----" "What a fantastic day! "The different backgrounds of the participants Lille with my football team mates. I organize an international weekend trip like this once per year. We have a s ing to slow down." "Meeting with curiosity." "Emersed in green." "Singing birds." "The wind on the leaves." "The wa g and feeling into both sides of a motion / proposal." "This was the feedback I received from a client after a da wonderful stories and wisdom." "Highly recommend it if you're interested in.... "Understanding and developin

ions. :-/" "It's only recently that I started learning to become less 'rigid', with my emotions... which translates to i so much calm and clarity and confidence for the day ahead." "What is the perfect start to your 'working' day?' ekker and I smile is connecting in nature to learn together about leadership and teams and our experiences / s oblem solve, create ideas and make decisions etc." "We (hopefully) have an agenda and an intention for our c

ities." "I'm particularly looking forward to this springtime as Floris Dekker and I will launch our 'Gathering Natu sure of being at a Lizz Wright concert in Utrecht. She is a wonderful jazz singer from Chicago... "The absolu

in-Klapisz, PhD!""Yesterday was Elsa's birthday and we took the day off.... had a lazy morning, wonderful lunch
may... But in many of the organizations and teams that I support most people arrive in.... how to put it?... 'A very
D on 'Attachment theory'... ""This seems so relevant in team dynamics and organizational / leadership develop
due practitioner program from the Academy of Professional Dialogue.""Thanks Peter Garrett and Jane Ball for
worked with a Management Team for a couple of days in this beautiful location which is 30 minutes from the ce
/ of generating magic and producing something extraordinary?""Please take a few minutes to ponder this que
ractice, practice, practice.... then take a look into this Team Coaching Studio diploma program.""It's also accre

."A feeling of openness and connection across the space."A feeling of vulnerability and that this circle is strong

and connecting in nature?""Ok then,,, :-))""Please read on my LinkedIn friends ... maybe we have a special
ning in simply enjoying this movie.""I was guided to watch this movie by the BIG JOY project (See comments
""BRRRRRRR Here in NL we are in Winter wonderland mode and I'm enjoying crunching through the snow
rd Tutu and the Dalai Lama. And set up by the Greater Good Science Center at University of California, Berkle
g them :-))""I know it's only January, but here's my status: ""In terms of '1:1 Leadership coaching clients', I c
value! ""Why not set goals to fill your year (life) with things you value?""I wrote a small article about aligning o
ry birth.).""I recently visited the Saint Laurent museum in Marrakesh and his 'Love' cards that he created, one
rg you?""Mine guide me towards acts of kindness and compassion.""A song of hope... stop with the violence
our battle with time in 2024!""It's also a story of how we have developed our Leadership retreat called 'Gathe
at persistently,,, again and again and again.""I think / hope that we all 'know' this from experience, but in these
gnition, creativity, working memory, spatial memory attention, visual attention, reasoning, etc etc... ""Check t
acro scale (obviously) I know this intuitively when I look each day at the world we are living in.""I know this at h

abé Regan launches his LevelHup website today. ""Go Barna! 🙌🙌🙌🙌🙌🙌""#ai #chatgpt #collabc
ry McIlroy described how "we sat around the firepit, we chatted and got to know each other really well and that v
Business University earlier this week. ""When Prof. dr. Nick van Dam is hosting the sessions are always full o
edin" today's guest on my emerging series of walk and talk, sharing and learning is one of my favourite magicia
weeks, each morning I wake up and check the News 'hoping' for a stop in the horrific violence and wars around

as very very cool... earlier this week I went for a catch up / business meeting with the very very cool Tom Van A
ork will allow you to tailor your problem-solving approaches to your specific conditions rather than relying on hal
each is 'love thy neighbour'. If women were at the table, we wouldn't be in the situation we are in now.""#pea
IN reflect / act on their feedback.""A few years ago Elsa Regan-Klapisz, PhD and I both followed the fabulous
; post Barnabé Regan. ""Here's to 'being' with the ones we love and learning from the wisdom of our kids. "
nple of 'how to be together'. ""Over the years, through this commonality of music-making, but also through ou
et's learn all we can about this... ""To my creative friends and the many creative folks here in LinkedIn... ""O

· MORE than 50% of team effectiveness can be predicted by implementing just 6 Team conditions.""These
so much to reflect on, make sense of and learn together in this space... ""Here are 3 insights on Teams, Lead
.?""It was so beautiful to experience this 'Castell' in Barcelona last week.""I felt awe, happiness, wonder, cur

Leadership of Nyenrode Business University and IE Business School. ""So much to say that I wrote a small a Framework Base Camp training program by The Cynefin Company (formerly Cognitive Edge) .. it was both brilli

3ES if we want to GROW (individually or as a team)!" ""We all know it right..? We FEEL it! It's so great to be w

l & Team coaching ✓ ""Favourite mode of transport : 🚲 ✓ ""& now back home preparing another 'Team de

serendipity) to remind me of the beauty of 'dialogue circles', especially in a natural setting. ""Did you ever exp

mith is more than 30 years old.....? Maybe not.... and it is a bit geeky to know that... and WOW!! That's quite c
ng at its VERY BEST!!! ""Why not connect with him too?... Learn the latest tips and tricks from a young ChatG
(what I stand for..) as a Team Coach. And YES it's partly (still) inspired by the 1974 Dutch soccer team... ⚽ 🇳
lfie) profile picture. ""It's a great reminder (each time I'm on LinkedIn) of this little walking 'adventure' that I had

! ""In the last months he has really dived into ChatGPT... and now he's ready to share his learnings with you vi
For the last 9 months I've been following the Team Coaching Studio Diploma in Team Coaching... and now I've
gital Marketeers... the theme of the days was "Connecting as a High Performing team" and the atmosphere in r

al leadership issue that you are really facing with a group of diverse inspiring leaders? ""2. When is the last tin

! ""The promise of this event is to bring together leaders from diverse fields of expertise, away from their norm

... "how do you support team development using a gestalt coaching approach?" ""Here is his video answer..

oaching and walking and relaxing whilst sitting in the shade at the beautiful Utrecht University Botanical Garden
amaraderie Maha Alusi, Henrik Herrmann & Pierre Fel. And such a pleasure to be with Soma Alusi too. 🧑 🌿

ates: ""You offer the Limbergse vlaai for each team session... ""I offer a 10% pricing reduction for my team c

lanned to do some work en route so decided to take the train.... ""What a great decision! ""To be honest I'm
er ""This is the space for our leadership event Gathering Natuurlijk! More info coming soon! We are ready to

al Henrik Herrmann !! 🧑 🌿 ""& the space in nature that we are creating Floris Dekker ... 🧑 🌿 "" #creative #
capture are some of my thoughts on this.... ""Here is my summary: ""Creativity is becoming more and more i
beautiful woodlands, experiencing an adventure in learning and leadership, creating dialogue and connection wi
o feel calmly disconnected and experience the value of real human connection. A space to sit side by side arou
ally excited to launch our logo here. More details of the project to follow in the coming days... ""In the meant

st couple of years, working and living towards this goal of becoming a Certified Professional Coactive Coach. "

a great place to be with my buddy and new business partner Floris Dekker. "" #work #nature #coaching #slow

en this marvelous post from the marvelous Georgina Woudstra, MCC, ACTC is for you. 🎁 ""Enjoy! "" #team :

joy!!""""Big thanks & hugs to Elsa Regan-Klapisz, PhD and Martin Smith""""#stories #values #life #coaching #te
solutely wonderful webinar to join!""""You get the picture ... right? I highly recommend this. □"""" #team #leader
images of his work but also behind the scenes / life stuff and videos of his brilliant and funny musings.. for one
be / get uncomfortable!""""Hope you can watch to the end.... """"If not, here's a summary of the advice for 'you

ng Studio dynamic duo... Georgina Woudstra and Allard de Jong (MA, PCC, ACTC)."""" #team #learning #coac
imple walk in nature, bringing rest and inspiring sooooo many ideas. """"Maybe this new profile picture will rem

subjects... Learning, coaching & teams.. 🗨️🗨️🗨️""""So much wisdom and joy shared between the wonderful D

e how excited she is about a 75 year long Harvard study that found "good relationships keep us happy"... she s
"We got this mixing business and pleasure thing." "We got this mixing French and English thing." "We got this m
covers so many lessons for great story telling. """"My take-aways: """"- Use what you know.... draw from it." "- Ex

ing people in a 4 Kinds of Creativity Thinker 'grid'.... and I don't think the authors aren't suggesting this... they a
"What an absolute treat to listen to Georgina Woudstra and Allard de Jong (MA, PCC, ACTC) jamming on this i
cky enough to be part of a group that she supervised last year and she is WONDERFUL!""""#teamcoaching #si

Busser and his team. It's so fabulous that you keep creating what you believe in. 🗨️"""" #creativity #learning #

"THIS work book is for the English lesson (it's in English for Dutch kids..) and is full of creative, experimental a

outside adventures together with my soul mate Elsa Regan-Klapisz, PhD and our many collaborators, clients &
so I'll sign off 2022 with a quote from the artist: """"For my part, I know nothing with any certainty, but the sight

ne :-))""""She has a background in finance and HR and is looking for a role in L&D... ideally in the Amsterdam &
as Clothing, the creation of my boys (age 16 & 18)... Now I share their first ever company Press Release!""""Arr
oy of learning and adventure. """"I'm not 100% sure 'what' Floris Dekker and I will create in the coming months,,
ery tough. """"I have 3 sons and from the age of 13 - 14, my eldest son started to make some seriously bad ch
l. """"This week I'm still feeling calm AND my head is full of new, creative ideas. """"I'm wondering... where do yo
loma) team mates are in Hamburg, Berlin and Singapore. """"Amazing connections,,, feeling so much closer tha
l Gardens. """"Being outside in nature... this takes coachees to such a different place. □"""" #coaching #nature
ilding on the wise shoulders of Richard Hackman and Ruth Wageman. """"Love where team coaching is headir
ssed and felt this word 'Cameraderie'. Which is really a bit weird because previous to these few weeks, I can't
my Heart at Peace and my Heart at War during an experiential learning workshop led by the wonderful Heathe

to visit the Kröller-Müller Museum this afternoon with this amazing team!"""" #teamwork #teamcoaching #inspi
hat I've just signed up and started to follow a (part time) 8 month Team Coaching diploma with the wonderful G

rs ... I♥ LEARNING!!""""Last Monday I was 'working' with a group of my mates at Expertized!... and we were c

ts, co-coaching a group of business leaders with the truly marvellous Bernhard Holtrop. """"Sat around this can

,,,, come on,,,") with this group (pod) of amazing Co-active coaches. """"We were celebrating the completion of c
both teams and individuals / business leaders.... it's amazing what you can discover together. """"We all know th

rs, problem making, problem solving and interacting with our surroundings. """"Ohhh and the joy of friendship....
that the ICF is starting to provide certification / accreditation for Team Coaching.... """"I also listened to the Tea
""Your fire within." "Listening." "Sharing stories." "Intimate." "Vulnerable." "Trust." "Speaking up." "Learning." "Peacef
t's going on / how am I feeling / what emotions am I experiencing ... and what I'm learning & changing with this

eam who have individually had wonderfully / relaxing Summer vacations; family time, adventures, relaxing and

f 'worth it' this post may not be for you."NOTE 2 : If you're interested in the human development / growth / learning building Instructions : 6 meter tipi.' "I've never built a tipi so I guessed this would be an adventurous week." "learning naturally runs through my veins. I feel it really keeps me ALIVE!" "I LOVE lots of types of learning. I've put it as a screen saver this morning and I LOVE it!" "Ok, granted it is a bit / very black and white (I love cide going forwards, to have good think & feel (each and every day) about: "How many and which 'balls' I'm j en starting the Co-active Coaching fundamentals program." "One of the first things I learnt was.... what are 'co earning more about it (and about myself) each and everyday. "Fundamentally, it supports us (coaches and cli

championships!! " & What an amazing goal!! " & What a fabulous article this is about Psychological Safety in : absolute pleasure of working with a Management team of 8 women. "It was such a pleasure because I was

ə-frame to 'step into the wisdom' of our emotions. "People don't generally do this... "With both teams and in cate, which includes tonnes of learning and tonnes of coaching to tonnes of lovely coachees!! "The learning is:

rious about the perception that 'Coaching' is about 'fixing' people and helping to 'solve' problems. " "Probably are ALL in the middle of yet another 'crazy' year!" "Each of us may have a different perception of 'crazy'.... " ng myself. "Little treats ('almost' daily). E.g. the picture of my 'favourite' little treat.... A raspberry tart. It tastes ə that we sometimes receive 'messages from the universe'. "This morning my head was full of 'stuff' and I was əct. "Each of the team 'shared some stuff' about themselves, the others 'shared some observations about the

Ve ate chocolate together... with the group.. ... very slowly... letting the chocolate melt in our mouths, savoring

st with the folks at 6 Team Conditions I LEARN SO MUCH about these interconnected spaces!! "If these spac ether in person. "It was so wonderful to see and feel the energy, connection and emotions in the room. "It v n this point the connection, so much is possible. And without the connection we miss out of so much that life been together. They live and work in many countries across Europe. "At the start of the afternoon I asked th uth McCarthy about taking Time to Think! "It's full of nuggets such as : " - The average time we give someor j HA HA HA ... with such an introduction probably nobody will read it... but I'm becoming a coaching geek, so y coach to BE BOLD! " & this morning Brené Brown and Daniel Pink give me a couple of prods too ... "What ə and championing me to be more 'BOLD'. "What is BOLD for you?" she asked.... Holy Moly that's a powerfu eived confirmation that I'm registered / accepted to follow the Co-active Coaching (ICF accredited) certification vhen' teams may benefit from additional support. "What' the team should focus on during each 'Moment'. "El e and intention to support) and wisdom (to be transparent and make hard decisions.) "Now more than ever I'c ole world. "If you work in a team, lead a team, coach a team etc.... I wholeheartedly recommend this TED talk.

is, leave your emotions at the door. "Can you think of a more outdated saying? " #teamcoaching #teamworl

DU for your art! 'Brick' is such a wonderful and hilarious symbol of the times we are living in! "p.s. See below rticle called 'Reinventing Your Leadership Team' but are quite applicable to most teamwork. "E.g. how often c self would probably say I'm BUZZING!! "BIG THANKS to Coaches Rising for the whole Neuroscience of Cha Climate Scientist, George Monbiot, made me really cry along with him. "Really,, Elsa Regan-Klapisz, PhD, o support the people & teams that we coach this year. " #coaching #teamcoaching #leadership #learning #ici2lear king forward to lots of ✓✓✓✓✓s in 2022! "Let's do this & be this! 🐼 " #adventures #emotions #c

. 'Unplugged' means you go 'offline.' Really offline! "Here's how it works..... "1. You ♥ this post. (Aiming f vik Ramage 'The Unpluggger'. "Nik Ramage says he creates 'Useless Machines'. I wholehearted disagree y life? "Let's go for just 2 simple things.... "1. Have 'heart beating' intimate relationships."2. Make 'big and

on'. ""It's part of the Co-active coaching model and I LOVE IT!"" ""What an powerful message to coach, lead, live fabulous age!! I thought that I'd share this little movie of my Applause Machine.... sometimes it helps me to sr decided it's an absolutely fabulous age! Thought I'd share this little movie of my Applause Machine.... sometime ree' coaching sessions (in exchange for a charity donation.)"" ""See below link for more details or contact one of

è (and with myself) I strive to... treat people as I like to be treated / listen deeply / try to help / stretch to learn."" ""æct _ Giving Tuesday : Coaching session for a charity donation"" ""In the last few years I've moved into the world ionate and international Co-Active Coaches with a shared mission I will join in with some 'Giving' for #GivingTue oyful moments' into a coaching session... we sat and discussed it (virtually). for a few minutes,,, which made m

ing ... Rule #1.. Everything gets to be."" ""Elsa Regan-Klapisz, PhD ... THANKS for your support on this (life) jo rg,,, his team were 3 - 0 down after 10 mins... STAY POSITIVE (NEVER GIVE UP!) & WORK AS A TEAM : ay home I thought about one of my own values; Adventure. "" ""I decided it's time for a mini adventure and reali list of priorities, but how can you measure and manage it...?"" ""Here is a wonderful, new (& free) offering from

arnessed when coaching teams / individuals and developing (impactful) training programs."" ""#positivepsycho I think you can!"" ""Our 'Unleash Expertise' program focuses on the 'Know what,' to help clients shine a light on t the effect that coaching can have to help people grow / develop / learn / change."" ""Especially to my network of n member (her 3rd day in the business) joined the workshop. When I arrived in the conference room, we met, t a 3 day workshop on 'Balance' #coactivecoaching. For me it was: "" ""Challenging"" ""Learnful"" ""Fun"" ""Emotional""

| forward to this Team Coaching Masterclass tomorrow!"" ""Interested to join ...? See a link on the below messa

erson (Former Co-Active® Training Institute (CTI) President)"" ""#coaching #teamcoaching lots to uncover, how is kindness viewed at work? What prevents us from being kind? Etc."" ""The BBC and Univ excited!!"" ""Thanks Elsa Regan-Klapisz, PhD for your encouragement and support with this!"" ""#coaching #te

ag a few of my 'go to' colleagues, coaches and team coaches to get the ball rolling... love to hear your 'Go To' n ts on 'When can I (professionally) call myself a coach?' I'd love to hear them!"" ""#coaching #coactivecoaching

nd develop people. I signed up and started an ICF accredited training program to become a Co-Active Coach. at I recently studied for the 'Inspiring Leadership through Emotional Intelligence' program on Coursera. "" ""#leac ogram lead by Richard Boyatzis on Coursera. It's not 'only' the content, self reflection exercises and skills pract

eam coach, I'd actually like to THANK the (greedy) people behind this truly awful initiative.... You have provided lutely fascinating work on 'Helping People Change'. "" ""#leadership #leadershipdevelopment #teamcoaching #c

aching. If you have tips on other literature on this field of work... please let me know."" ""#teamcoaching #team

anging it... it's time for some experiments my friends!"" ""Great job Lisa Gill (she/her), thanks for your fabulous p æsted to see Trend No 5 Shrinking Networks,,, "as we shifted into lockdowns, we clung to our immediate teams

more bloody and hard if you don't have this?"" #teamcoaching #teamwork #6teamconditions

new business that help you measure the effectiveness of the 'team' you will invest in!""I can certainly recomm
n ... ""https://lnkd.in/d3VF-Dk"" #teamcoaching #coaching #learning #leadershipdevelopment

at me. Source : Teaming by Amy Edmondson"" #teamwork #teamcoaching #coaching #6teamconditions

ness to come forward""Thanks Tara Nolan, MCC for sharing this on your Game of Teams podcast."" #teamc

way to help them. ""Interested to know more? Take a few mins to read more about #teamcoaching here.
ork to drive and actually measure / analyze Team Effectiveness."" #teamcoaching #6teamconditions #coaching

jdagavond voetbal team / buddies Frank van Heusden, Aram Detmers, Stephan Kahmann, Robert Maas, Bart I

a wonderful learning experience on so many levels. Wow! Thanks Elsa Regan-Klapisz, PhD for supporting me

to the 3 full days of (virtual) learning and doing this next week :-)" #learning #teamcoaching #systemicteamco

on... it's full of absolute gems! ""Kristen Lowe, MA, PhD and Tara Nolan, MCC .. bravo 🙌 ""https://lnkd.in/c

"https://lnkd.in/evmTkVg""Fascinating & Exciting stuff!!"" #teamcoaching #learning #teams
er ball against a wall... left foot, right foot, left foot, right foot, repeat, repeat, repeat... you will always have a pre

many fabulous insights and stories plucked from 30+ years of practicing 'systemic team coaching'... simply ma

agement roles for over 10 years but was still blown away by the amount I learned. Incredible insights into the la
omers and investors. A car that looks like it's from the future, is powered by the sun (via solar panels) and in p

6 months it has been. I learnt so much and made so many fabulous new inspirational colleagues & friends. BIG

ean and affordable mobility for everyone".. would you like to know more? Take a look at Lex Hoefsloot recent k

rience this week at Nyenrode Business University during the Masterclass in International Learning & Developm

to work with you on a part time / temporary basis."""You can contact me via Linkedin messaging or nick..regan

this gentleman speaking this morning. Take a few minutes to watch and listen to his message and way of runn

ject. Implementing the direction for a corporate university... an awesome mixture of strategy, teamwork and lea

get stuck in one "preferred" leadership style? And use it even where it isn't appropriate and will not work. This i
!! """"We love delivering Insights Discovery workshops. Let us know if you have any questions about Insights f

y excited to launch our website. Here it is : <https://ici2learn.com/>""""We're looking forward to read your feedback

a significant shift in their approach and behavior at the midpoint of their timeline, a phenomenon she termed the
think / feel it's one of the most resonant few words of feedback that I've ever received.... Both personally and pr

more....""""Sometimes (often) it's ok to say 'No'. """"If you're in the 'more more more' scenario.... I wish you a

he North of England, where I'm from, is a 'Fine & Busy' place.... :-))""As are many other places that I've visited &
notional (yes,,, ALL the emotions) and cognitive, it's dreamy and action oriented - decisive, it's digging in deep fo
the woods.. ""Celebrate : see below. :-)""Just been for a lovely walk in the woods with this amazing young h

""I just looked up the verb 'to meet' : arrange or happen to come into the presence or company of (someone)."
ther Nature,' they wonderfully capture the time we spent together during this evening and can all spend togethe

mon & Art Garfunkel""""Yesterday I was sat on a park bench with my old friend,,, a wonderful cup of flat white co

eam connect. """"Lesson 1 : Don't label people by their 'colours.' We can move between them. ""Lesson 2 : Be c
ared their (personal) stories and each was inspiring to us all, in it's own way. The question and stories helped u
love e.g. I propose / My suggestions is... ""Follow e.g. I agree / yes, it's ok for me... ""Oppose e.g. No / I disagree

iders who are open to reconnecting with themselves and learning with others. """"If you'd like to join one of our s
ose'. A 'life purpose' isn't a dream for 10, 15, 20 years away,,, it's for the here and now and everyday.... it was a
"If you are clear on them... remember that they aren't 'just' to be written down, printed out and pinned on a wall.

re Academy of Professional Dialogue; """"The world needs dialogue. """"#dialogue #listening #talking #thinking
question, so it was quite 'uncomfortable / difficult' for the team who work in a very action oriented / performance
tions. """"For such cases, in the Co-Active Training Institute coaching methodology we guide the coachee to find

ore doing! """"Of course this is a big generalization, but my experience in 'the western world' is that when we are
.. """"Dreaming' with the support of a coach or team coach. gives you a bigger chance of growing towards your c
xt to the University Botanic Gardens. """"I do lots of 1:1 coaching online and lots of 1:1 coaching in offices which

ontext. """"We may 'think or even believe' that our team e.g. the blue team, is in balance and flow / perfectly wor
s, each with a warm heart for their own field in combination with great down-to-earth approach, made this day r
simple formula.... Find a city outside NL / Play a match / watch a match (LOSC Lille this time) / eat and 🍷 / .. a
rmth of the sun. ""The hypnotic dancing camp fire flames. ""Sitting side by side in a circle. ""Sharing worries and c
y of facilitating various activities based around this wonderful 'Seven Modes of Talking and Thinking Together' f
g yourself. ""Connecting with others. ""Taking interdependent perspectives. ""Bringing people together. ""Learning

being less rigid with my responses... which translates to openness to so, so many possibilities and opportunitie

stories / enquiries / challenges / failures / successes in both. """"Yesterday, as we drove to this place Zeewolde (l
conversations.... """"But when we are 'in' the conversation (and don't get me started about allowing ourselves er

urlijk' leadership retreats... I'm so curious what will emerge when we bring together leaders from diverse sector

te highlight WASN'T really one of her fabulous songs, supported by her amazing band. But WAS the 3 songs v

h and enjoyed walking and talking surrounded by the beautiful Dutch countryside. ""A birthday is a wonderful / different state'.... Rushed, thinking of other things, checking mobile phones, discussing other topics, and of commitment.... Creating a secure base will allow your 'people' to explore. Without a secure base, exploring will not be the beautiful welcome into this safe learning space.... Wonderful to meet my learning companions from around the center of Utrecht. We had a wonderful, traditional and light / bright room and the outside natural surroundings in addition and take a few more to read the interview of Richard Hackman (see comments).... so much knowledge added by the ICF.. ""And it's lead by the wonderfully talented dynamic duo, Georgina Woudstra, MCC, ACTC and

g and powerful." "A feeling of creativity where ideas emerge." "A feeling of camaraderie and hope." "A feeling that

offer that is just right for you :-))""As we launch our Gathering Natuurlijk retreats for 2024, we have chosen the offer for a link.) I'm on day 3 of this 7 day wonderful experiment. I highly recommend it.... 7 minutes per day to learn when walking Ravi (our beagle) on his daily outings in nature. The air is fresh and clear and crisp... I love it!""y." ""It takes 7 minutes per day for 7 days..? I'm signing up for this experiment. □""Who's in? Elsa Regan-Klapisz currently have over 20 clients but several are coming to the end of their coaching journeys, so I will have some space for our values and our goals.... which includes my goals for this year :-))""Highlights include.... facilitating leadership per year between 1970 and 2000 really resonated with me." ""Today in 2024 the world is made up of a massive

ring Natuurlijk':""Gathering' is about bringing people together with a purpose and 'Natuurlijk' (Dutch) not only is busy, impatient, over expectant times, maybe sometimes we forget. And then it takes time and a visit to see this wonderful article titled .. 'The nature cure: how time outdoors transforms our memory, imagination and logic' come when I experience the presence and way of being of my partner Elsa Regan-Klapisz, PhD and socially wh

was an amazing experience. I thought I knew them for a long time – but I got to know something different about the beautifully curated latest knowledge / research, interactive learning and lots of fun and humor... check his insights Floris Dekker!!""Here's what we learnt together...""1. In conversation, Magic appears!""Yes, you read it the world. There seems little hope to be found on the News channels... it seems hopeless." ""Is it hopeless? H

listen. I was expecting a sitting in the office conversation... but Tom arrived and said "Hey Nick, I saw your Linkin' bitual responses and one-size-fits-all recipes. ""In our world of growing complexity ... ""What's not to ♡ about

training program from the AoEC - The Academy of Executive Coaching called International Systemic Team Coaching ""We learn so much together when we hit the pause button, check out into nature, tune into ourselves and each other countless, sometimes heated discussions, we have learned to better understand the supposed other, to appreciate. Ole. Ole to you!!""We need your creativity AND to learn this skill from you! ""If you'd like to know about C

findings are taken from a study of 120 leadership teams, (Wageman et al 2008).""Interested to understand more leadership, Advice for Each other from my beautiful afternoon together with this fabulous human being Willem van der Aalst, curiosity, fun, celebration, connectedness, at this Team's togetherness, courage, determination and joy!""JUST 1

article about this fabulous experience. :-)" ""Here are my 2 key take aways : ""1. AI is (OF COURSE) on the
iant and confusing! ""Here are some of my learnings:""A: We (humans) usually approach challenges (prol
ith and around and in contact with positive folks. Whether that is a leader or a colleague or a mate or your part

velopment journey' proposal with Elsa Regan-Klapisz, PhD. ""What a lucky ☘ guy!!! 🙏 ""#gratitude #co
erience the power of a dialogue circle..? If not here is a short introduction:""🌐 Unlocking the Wisdom of the
ld,,, it's probably outdated..... right? Well actually NOPE I don't think ... so please don't stop reading here! :-))

🦋 🌱 🌱 ""In this article I offer my 'philosophy and stance' as an example and highlight it's importance at the
along La Corniche Basque in South West France. ""I walked alone, early in the morning, in silence, enjoying

ia his Time2Chat personalized learning program. ""You can read more below... and please of course sign up fo
e just received my certificate. ""YES!!!! 🙏 ""The program is a wonderful learning journey based around de
oom was so full of international diversity, energy and enthusiasm... ""OK!!! Let's goooo... Let's 'do' this high p

ne that you shared a real time, real important, real leadership issue with people who want nothing from you, oth

ial context. We will gather together in the beautiful Dutch countryside to share 'real time' leadership issues enat

. ""P.s. he has an offer here on LinkedIn called #AskJohn... I'm wondering what questions you have for him

coaching services. ""What a beautiful win : win. 😊🙏 ""Looking forward to your reactions! ""P.s. hope y

not really working but it's so relaxing to sit here as the Dutch countryside glides by.... I had already designed t
o welcome you ... ""Can you imagine joining us here to discuss your real time leadership issues, together with

important in our complex world. ""Everyone and every team can be creative... Embrace Creativity, Practice it. R
ith inspiring humans. Listening for wisdom as it emerges. ""For me this is pure joy! ""If this resonates with you
und a camp fire and be side by side on beautiful woodland walks. A space where leaders discuss their persona
ime a couple of questions: ""What do you think of our logo? And more importantly... What could 'Gathering I

""I learnt so many times that life is about living in the moment and being guided by your core values. I learnt '

of his videos he was explaining his 'creating ideas' process... basically he has an idea, gives it a name and adding 'people'... well the question was advice for 'young' people, but it's relevant for us all... ""Be humble." "Be ver

ind me to walk in nature more often. :-))""I'm wondering.... What might your LinkedIn profile picture remind yo

ir. Krister Lowe and simply amazing Richard Boyatzis. ""ENJOY! ""#learning #teams #coaching

ays (excitedly) "YEAH... that's what I found out myself!" :-)) ""Thanks for helping me find this out too Maha! " mixing Jewish and Catholic thing." "We got this knowing and being uncertain thing." "We got this laughing and cry press values you personally / deeply feel." - This will make people 'care'. ""ENJOY!! ""#storytelling #team #lea

re advising that we 'Cultivate Creativity'. ""With this aim in mind I can definitely imagine great (Creative) value i fascinating emerging topic of Team Coaching. ""It's about the we. ""It's about raising awareness and responsi

nd reflective exercises on the Growth Mindset... ""So great to see this in the Dutch education system... 🧐🧐

of stars makes me dream. ""Let's keep dreaming Elsa Regan-Klapisz, PhD ! Xx"" #love #nature #art #creat

area. ""Which ever company reaches her first.... you are the lucky one! ""Cheers"" Nick""#network amazing really... ""Please forward this info or add a comment below for your relevant Press contacts, if you think ,, but I'm 100% sure that it will open so many possibilities. ""Sooooo looking forward to this adventure Floris! oices... I don't want to share all the details, but mis-step by mis-step he got involved in more and more criminal

in the physical distance between us. Maha Alusi Henrik Herrmann Pierre Fel "" #team #teamcoaching

rg... to help teams with 'connectedness and collaboration'. ""Personally I'm also on a quest to help teams with (ever) remember using or discussing this word. ""According to the dictionary, the word 'Camerarderie' seems r Plett and Brenda Zwinkels. It was a truly intuitive / emotional / amazing experience. ""When we, Elsa Regan

eorgina Woudstra and Allard de Jong (MA, PCC, ACTC). ""So valuable because,,, let's be honest, it's teams th

discussing / debating / collaborating... learning from each other, to put the final touches on a new training / deve

np fire, we had a series of dialogues. ""We arrived separately,,, but then,,, we settled together, we gave each

our 6 months intensive Co-active training certification... under the wonderful guidance of Véronique Pigeon, CP is,,, ""We've all seen the first image (on the left) of the earth viewed from the moon... and WHAT an amazing

Martin Smith has been my best mate for the last 40 years or so... :-))""See the comments to see a movie with m Coaching Zone podcast on the subject of ICF Team Coaching Competences.... Thanks Carissa Bub! ""This ulness. ""& so much more. ""Such a deeply shared experience with the one and only Rijk Smitskamp . 🧑🏻🧑🏻 awareness. ""During both amazing days and tough days it's a fabulous practice. ""Right now I'm grateful for t

re-charging and THEN BANG they landed back at work with a few BIG (WTF) BUMPS!!!""NOTE: They work

ring side of 'worth it' then please read on.. :-))""NOTE 3 : I understand NOTES 1 & 2 are linked,,, but trying to p
On Monday morning I set off early to the Dutch (Flevoland) countryside to meet my adventuring buddies, the en
Maybe it's the variety and experimenting through this variety that's is such an adventure for me. (Adventure is a
colours) and a bit blocky (I love natural / organic shapes) and a bit wordy (I love pictures / images) but I start
juggling in my life? ""Which 'ball' do I drop most often? ""Which is (are) the most important ball(s) not to drop?
aching skills'? (See image.)""I was a bit blown away.... I thought I knew what coaches 'do' but I really didn't kr
ients) to understand and grow by being 'mega-curious' about ... How are you? & What are you doing?""This n

n the England team. ""Although the journalist doesn't per se name 'Psychological Safety, he absolutely nails th
; amazed how much this team cared for each other. ""They listened to each other, they inquired about how th

dividuals, it's so fascinating and valuable going 'there',,, into the emotions and beyond. There is so much to un
s going fabulous and the coaching too,,,,, but I need some HELP to get (tonnes) some more coachees. ""Hopi

it's one of the reasons that people still tend to not reach out for 'coaching'. "" ""Even as a maturing, widely studi
Exhilarating / Resonating / Full of opportunities."" · Hard work / Busy / Full of persistent grind."" · Just t
(and feels) sooooo good! Especially when I slow down and take my time to really enjoy it!""Medium treats (offer
s a bit stuck... Sometimes that happens and I 'thought' let's 'get out of my head' and go for a run. ""Half way al
'stuff' and I (as the Team Coach) asked some questions. ""I was really curious observing the team dynamic as

the experience and taste. ""It was really lovely learning & reflection exercise about slowing down and noticing.

ces also get you heart pumping a bit faster.... and particularly if you lead a team, I can highly recommend this up
was also a gift to experience a lovely evening together in a 'gezellig' Dutch restaurant, where we relaxed, share
e has to offer. ""As Susan David explains in this wonderful TED talk 'Only dead people never get inconvenie
em to discuss in duos... "What will be worthwhile for you this afternoon?""After a few minutes discussion, the
ie to talk in a discussion is just 9 seconds,,, yes,,, NINE SECONDS.... how then can new thinking be generated
o I'm posting it anyway.. ☺"" ""In the last couple of weeks I've been coaching some Teams on their 'Compellin
at people regret is failures of boldness. ""Over time people regret in-actions far more than they regret actions
il & difficult question... at least for me. ""Anyway,,, without going into all the details of the wonderful conversati
from the start of March. ""Love this powerful image that was included in the confirmation e-mail from Co-Activ
sa Regan-Klapisz, PhD, this is so relevant for many of the teams that we are coaching :-))""#teamcoaching #c

w link in the comments for a movie of Brick & also a link to actually purchase one of Nik's limited edition pieces.
to you and other members of the (leadership) team work together on issues?"" #teamwork #team #teamcoac
inge program. It's fabulous!""& BIG THANKS to Deirdre McGinn and Sophia Cleverly for our triad learning cc
ur network, teams, people... what to do? & how to be about this crisis?"" #climatecrisis #systemicteamcoachii

for 1 MILLION ♥s)""2. You tag or share this with someone that you'd ♥ to be Unplugged on the whole of Chi
e.... I find them inspiring, hilarious and amazing Kinetic Artworks.. ""If you want to smile, laugh and be amazec
I small joyful adventures'... If ever you're told (or tell yourself) that 'it's not possible'... follow the wise / powerful

ile and laugh when making such emotional decisions."""It was made by my wonderfully talented friend Martin :
s it helps me smile when making such emotional decisions :-))""It's made by my wonderfully talented friend M
f us directly... ""Elena Knyazeva Andrea Hermanns Tanja van Dijk ☺ Marie Mendgen Saskia Marcelis ""#coac

"It's a great time during these tough (COVID) times to live this value. So YES to this article & yes to more Kind
l of 'team coaching' and more recently 'individual (Co-active) coaching'... Today, I'm involved in this Giving Tues
esday. For a limited time we offer one hour of professional coaching to you and in return, we ask you to also 'dc
e feel even further from joyful.""Then we had the idea of standing up.... which quickly and curiously turning int

20 great saves from Felix and 50 minutes later.... his team won 4-7!""So great to see the boys (and parents) s
zed the Kroller Moller museum is more or less 'on the way home.' So I pull off the motorway and enjoyed some
the amazing '6 Team Conditions' folks to help you address this question..""If you'd like to know more. please c

their business critical knowledge and the 'Know how,' to bring alive relevant tools, attitudes, behaviors to grow y
(fellow) engineers,,, I know you like a bit of science based evidence."""And also to my L&D network, who may
she introduced herself and gave me this box of macarons, as a gift to say she was happy to be there and to joi
Scary""Peaceful""Exciting""Hilarious""Adventurous""Personal""Inter-personal""Confusing""Break through""& so

iversity of Sussex are researching this fabulous subject. Be kind and complete the questionnaire. ☺ #kindnes

netaphors... Elsa Regan-Klapisz, PhD Mark Emdin ∞ (he/him) Krister Lowe, MA, PhD Michelle Chambers, M.E

Just finished the wonderful fundamentals course and now looking forward to the Intermediate course starting i
ticing guidance, but also the overall program design based around the Intentional Change Theory that is just fal
I a fabulous lesson for teams on the importance of looking both inside & outside the team,,,, customer engagen

s for support and let our broader network fall to the wayside." This of course creates siloed organisations and r

end the team behind this Team Diagnostic Survey for Investors! All the best with this initiative Mark Emdin, & k

ference, (mine are analytical and left foot) but need to practice both sides as you will need them in the 'game.' ;

test industry thinking and practices by Nick van Dam PhD and Jan Rijken and wonderful knowledge sharing wi

ent Leadership. Great program design, incredible location, a superb group of learners (who have become frier

new model (and book) will help you develop : Flexibility + Adaptability + Responsiveness = Leadership Agility.

"punctuated equilibrium model." This model suggests that teams typically work through phase 1 generating initial ideas. professionally.. ♡""This morning I had raspberry tart 'treats' with Barnabé Regan ... and this table (see image)

and lived in on this wonderful planet of ours. ""Only recently, when going through my coaching training and becoming more self aware and taking small steps on new adventures, it's transformational and life expanding. So yes,,, my son Barnabé Regan.... I know I'm a biased dad but it's really true, he's amazing and he's young and when we

""On reflection ... I like to think of 'meetings' as 'a place where we come into presence with others'. And going back here on our amazing world. ""If you would like to connect for the next camp fire session ... Floris Dekker, I know

offeee. It was a beautiful morning break and I took sometime to reflect between some online coaching session

open to learning about yourself and others through connecting and feedback. ""Lesson 3 : Focus on your strengths to set the 'energy' for the morning as the team developed their 'Compelling' Purpose and started to ideate on their ... ""Bystander e.g. I'd like to add something / My question is... "" ""If one or more of the 'Dialogue Actions' are mentioned

in sessions, we still have one place left on 10 June, so please send me a DM if you're interested... :-)) ""Also if you want a beautiful session as we co-created together the words and metaphors that resonate and can guide her (being a coach ... ""They can / will change with time... and the steps to get 'there' aren't linear.... so keep reaching out to people

in a driven context. I explained that it was 'designed' to be uncomfortable because it then has a chance of creating and finding their 'Inner Leader'. The process involves the client searching for a feeling / sensation when they have experienced

in talking with somebody we are 'conditioned' to 'talk' ourselves, we don't really listen because we've been conditioned to dream ... or maybe even creating and growing towards a new one. ☐ ""#dream #growth #learning #coaching #inspiration are both absolutely great.... coaching conversations give people time and space and support so they can breathe


and bring them together,,, but we are also reliant on the balance and flow of connected teams around us e.g. the red team is refreshing and very valuable. ""The special approach was so new, insightful and different from what we know and find and see some art & culture (which has quite recently found its rightful place in the list.) ""This teams picture is based on dreams. ""Embracing our diversity. ""Feeling inter-connected. ""Dialogue. ""Listening & thinking. ""Thinking before acting. ""A framework that was created by Peter Garrett, Jane Ball and William Isaacs. ""In my experience, it's quite amazing how much can be achieved by listening, talking & thinking together. ""Exploring & sense-making & emotions & what to do (actions) & much more

as :-)) ""To be honest, I'm still a work in progress on this.... just last week a dear coaching friend of mine told me

(NL) from Utrecht we were pre-occupied / our thoughts and feelings were occupied discussing the teams and learning enough time...) are we having a 'skillful conversation'? ""And even what is a 'skillful conversation'? ""So many

things to learn about leadership in the neutral setting of the Dutch countryside. ""So looking forward to this adventure

when she was joined on stage and supported by 3 young women who sang backing vocals... ""Lizz Wright has

occasion to look back, enjoy the present (sorry about this pun... ;-)) and dream forwards. """"Here are a couple of courses late... etc. etc. etc. """"I understand that everyone is busy, so arriving in meetings and diving straight into the happenings. """"P.s. happy anniversary to us, Elsa... I love exploring life and business with you. ♡ """"#Attachment of the world... I'm so curious to see what will emerge and how it will influence my coaching work with teams and invited us to take many short 'walk and talk' breaks. Two days,,, even in a beautiful room can be intensive, so the wisdom about Teams and Leadership. """"After all,,, life is about 'generating magic and producing the extraordinary' and Allard de Jong (MA, PCC, ACTC) . """"I could continue with reasons to join the program,,, but sufficient to

that everyone can speak up and be heard. ""A feeling of care for each other. ""A feeling of being human. ""A feeling



of the following dates: """"21 March / 18 April / 11 June / 24 Sept """"If you would like to join Floris Dekker and I together to learn about and experience (the science of..) joy. """"I was particularly inspired and humbled by the night skies in the Netherlands. ""And... at the same time I'm really longing to be surrounded by greenness again and singing birds, the smells of a forest. """"apiesz, PhD, Barnabé Regan Maha Alusi Pierre Fel Henrik Herrmann Floris Dekker Allard de Jong (MA, PCC, ACTC), A space again in Feb. """"For 'Team Development coaching journeys,' I recently started with 3 teams with journeys to nature retreats in nature / becoming a certified Dialogue practitioner / creating and publishing a book for current and future generations, a ugly pile of Power struggles... we see this in global politics and in most / maybe all organizations... """"We need

means 'from nature' but also 'naturally' and that resonates with us. """"'Gathering Natuurlijk' is our retreat in nature and a Masters work for us (at least me) to be reminded of this simple lesson: """"Real learning and improving our skills is in the comments. """"Floris Dekker I think we might be on to something with our #Gatheringnatuurlijk project. (I'm often interacting with many other impressive ladies in my friendship / network. "" ""And now I also know this in business

with them and I think that really galvanised us as a team ... we feel like we can be ourselves." """"Anything to add to the slide on the image :-)) """"So,,,, where are we (humans) going for the "Future of work?" """"Here are my key takeaways: right,,, Floris is one of my favourite magicians. He's many other things too, but today we shine a light (from his perspective) on humans killing other humans... endlessly. Crazy. """"Looking for some type of peace, I walk the dog in the nature

and in a post with Willem van den Corput a couple of weeks ago... shall we go for a walk and talk too?" """"How would you

be coaching. """"The program is based on Professor Peter HAWKINS 5 Disciplines of High Performing Teams. (See the link for the other. """"P.s. suggestion to my network... when Barna isn't unplugged in the mountains.. he's absolutely plugged in to coach them and to find common ground. We start and end all discussions, no matter how controversial, with the question of Creativity and these "Oles",,, Please check out this completely wonderful TED talk by Elizabeth Gilbert! """"https://www.ted.com/talks/elizabeth_gilbert_on_writing

to learn more about these 6 conditions? Please read on.... """"One of my favorite models for Enhancing Team Effectiveness is the one by Willem van den Corput! """"1. Teams """"Willem and I first worked together in 2002 when he joined my Engineering team and WOW!!!  """"So much to learn about 'Teams' & 'Team of Teams' from this little movie...  """"I'm wondering

UP!!!""2. Re-skilling / Upskilling for 'Human-ness' is on the UP!!!""& Here is my inquiry""Why don't we
blems) in a confused state, which basically means we bring our 'preferred' approach to said challenge rather th
ner.... when we're on a high with them we resonate positivity and simply 'fly' together. And when we're in a mor

Group: The Power of Dialogue Circles 🌐"" ""In a world filled with diverse perspectives and ideas, finding comr

""Also please check out their 1993 HBR article in the comments... ""This work and model is still so really ver

very center of the Team Coaching Competency Wheel developed by Georgina Woudstra, MCC, ACTC at the
the sunshine, light breeze and (nearly) each step that I took. The pathway was really overgrown and from time

or the Time2Chat program. ""Like / support / comment / connect / share / etc. etc. etc... is also highly apprecia
veloping the competences needed to work as a Team Coach. It's been a pure joy to deepen my knowledge an
performing team thing!!! Was my feeling..... feelings are pretty contagious... LETS DO THIS!!""But before we

ier than to listen, offer their curiosity and provide you with a wide range of perspectives?""3. When is the last t

ole collective learning, generate new perspectives and cultivate creative insights for all involved. ""Can you ima

1? Elsa Regan-Klapisz, PhD Maha Alusi Pierre Fel Henrik Herrmann. ""#coaching #teamcoaching #gestalt

you agree with this special offer Elsa Regan-Klapisz, PhD ? ""#teamcoaching #teamwork #winwin #limberg

he flow for this afternoon so gazing out of the train window seems to be top of my priority list! Tuning out .. and
a group of other inspiring leaders..? ""If yes, please leave a comment or send me a message. ""#nature #c

Fun Experiments. Reflect & Learn.... Repeat to Upskill. ""Interested to hear your thoughts / ideas in the comme
u... here is your invitation to our Leadership event 'Gathering Natuurlijk.' You are warm heartedly welcome to jo
I, real time leadership issues and learn from the topics of others. We create this space with the core belief : ""

to be' after so many years of 'doing.' And I learnt to lean on my core values ohhhh so many times positivity,

ds it to his 'list of ideas'on the video post he read a LONG LONG list of his ideas... I thought it was brilliant a
y careful with your bias's." "Distrust social media." "Be hopeful, but don't be optimistic." "Be cross generational." "I

ou to do?... or maybe even more, how to be?" "Elsa Regan-Klapisz, PhD.... time for a new Linkedin profile pict

ing thing." "We got this excitement and boredom thing." "We got this being stuck and growing thing." "We got this

in taking these 4 Kinds of Creativity 'perspectives' into individual tasks & team discussions. Especially when we
bility and ownership." "It's about working on the team not in the team." "It's systemic and needs leadership." "It's t

it might be interesting for them... THANKS :-))" "-----" "Reggies tells the raw story of two

lity. " "Criminality is so far from my life and values that i didn't / don't understand his choices... Elsa Regan-Kl

i 'Creativity' too... helping teams to find the magic dust of creativity.. I soooo love this! 😊" " #teamcoaching #c
to mean : a friendly feeling towards people with whom you share an experience or work / a spirit of trust and gc
-Klapisz, PhD and I landed back home, we ordered the Autonomy of Peace book by The Arbinger Institute, whe

at create real value. " "So emerging, that the ICF have only recently started to offer accreditation / certification i

velopment program. What a joy to call this work :-))" "When I'm in this type of working groups I really enjoy liste

n other the word together, we listened deeply together, we explored together, we got wet (a bit) together, we got

CC, PCC." "Just a few more coaching hours and we will be CTI and ICF accredited coaches." "Wonderful to
change in perspective this view can give a team or a leader." "And we've all gazed in childhood wonder throug

s seems to be FABULOUS news for our Team Coaching profession :-))" "& now here is the question : " "Does
" "So grateful to RELEVANCE , Amber Lingmont & Juul Verheij & Camiel Gielkens." " #experience #learning
the freedom to be here in a countryside cafe with black currant cheesecake & rooibos tea. 😊 " "Also ever gra

in supply chain management, so in the current world context I can imagine this may resonate with others. """"TI

ut a monetary value on human growth is futile,,, human growth is more valuable than money :-))""""OK... ROI r
idlessly creative Rijk Smitskamp and truly inspirational Bernhard Holtrop. We had a plan to welcome a group o
another of my core values by the way :-))""""So how do you love to learn? It's a beautiful question ... and probabl
to really know this model well now and in fact it's absolutely FULL of colours, nature and beautiful, wonderful i
""""Really important Summer vacation 'decisions' to reflect and act upon...""""To make sure they don't stay just
ow everything that they 'can do'.... the skills of a coach.... and the impact of all these skills to make such beaut
ovie from Co-Active Training Institute explains more about the model""""if you're curious to know more abo

e attributes of 'daring to take risks / not fearing failure' and 'continuous learning / experimentation'! The reward
ey could support each other, they acknowledged each other's emotions, they challenged each other to grow an

derstand, acknowledge and learn about ourselves and others. """"It can lead to such amazing insights, deeper
ng you (my Linkedin network / friends) can help with this? """"If you are personally looking for a coach or know

ied and researched industry, 'Coaching' is often accepted hesitantly by many coachees."" ""I was recently discu
too much / Frustrating / Full of anxiety.""These aren't rigid 'craziness' boxes. Personally I can drift between thes
n). E.g. going for a run,,, which is highly recommended when the chosen little treats are so deliciously addictive
round my route I stopped to take in the countryside, do some stretches and enjoy the moment. It was so good
s one by one they took turns to share,,, and one by one they seemed to drift away / blank out from the info being

. good things... """"I will eat chocolate more slowly (and more often) in the future....😊 """"Today, I had a mass

pcoming program.""""ENJOY!!!""""p.s. Mark Emdin ∞... Thanks again for introducing me to these wonderful foll
d good wine, food and stories, smiled and laughed together.""""On the 2nd morning I woke up early and went fo
enced by their feelings' and 'Discomfort is the price of admission to a meaningful life.'""""Hope you find a few mi
duos shared their thoughts / feelings with all the team.... "Connection"... "More connection"... "Yes, connectio
l in 1:1 discussions or in team meetings?""""- The polarity between team members 'competing, to tell their opini
g Purpose' and some Senior Leaders on their 'Ideal Self'."" ""I so love these subjects because they go right to t
s.""""Let's do this BE BOLD thing Elsa Regan-Klapisz, PhD!""""#bebold #coaching #listentotheuniverse
on... I've now committed to myself to BOLDLY go searching / hunting for more teams and leaders to coach. ""
e Training Institute.""""Elsa Regan-Klapisz, PhD.... once again WOOHHHOOOO!!""""p.s. If you'd like / need

onversations / reflections throughout the program, over the last few months. :-))""""#learning #coaching #neuro:

ristmas Day (25th December.)""""Wishing you a joyful, playful, healthy and UNPLUGGED Christmas!!""""Nik R
l See the video link in the comments.""""Wishing you all a healthy, joyful and (mostly) 'Unplugged' Christmas
words of my inspirational friend Bitu Roshandoony 'JUST DO IT ANYWAY!""""We got this Elsa Regan-Klapi:

Smith. He gave it to Elsa Regan-Klapisz, PhD and I nearly 20 years ago to celebrate our wedding. ""Hope you
Martin Smith. He gave it to Elsa Regan-Klapisz, PhD and I nearly 20 years ago to celebrate on our wedding day

day initiative (see below link..) ""Please feel free to sign up / share / comment / recommend etc etc etc... ""
'some good' by making a donation to one of the selected charities. You can book your hour of coaching with r
to the embodiment of joy,, which of course (for me) led to dancing... YES, dancing around the room whilst my c

smiles and high fives / fist bumps at the end of game. :-)) ""#teamwork #staypositive #valuesmatter #kampong
a time 'adventuring' at the wonderful Van Gogh exhibition.""#coaching #valuesmatter #miniadventures
contact Mark Emdin ∞ (he/him). ""#team #startup #teamwork #teamcoaching""https://tdfs.team/

our peoples habits and skills around knowledge transfer.""Love working with you all on this program... Michael
need some extra data to help expand the coaching possibilities in your organisations.""Take a look / read of t
in the team workshop.""HOW COOL IS THAT!!! A gift to make a connection.... What an amazing first impress
much more.... ALIVE!""Thanks so much,,,, To Michelle Garnier- Chedotal and Jitka Peeters M.Sc., M.A., PCC

d, CSODP,CHRL,CTDP, CTPC Tara Nolan, MCC Professor Peter HAWKINS Elisabeth Olger""#coaching #tea

next week. Already seeing the benefits of these 'new' skills in my work with Teams and Team leaders. ""Thanl

nent (your fans) / stakeholder management (fans / players / coaches / competitors etc.) / leadership (oh dear) €

educes innovation... I'm wondering if my network is also seeing this trend and how are you supporting your tea

Crister Lowe, MA, PhD. <https://tdfi.team/>#duediligence #coaching #6teamconditions #teamcoaching #sta

thin the class/group of L&D colleagues who have become close friends... apparently the guys will make the 201

ids) and so expertly delivered by the course facilitators. Special THANKS to Nick van Dam PhD and Jan Rijke

tial inertia and slow progress, followed by a period of significant change and adaptation at the midpoint, leading
I reminded me of the feedback."""I shared it with Barna and then told him that his super power is AUTHENTIC

coming a coach did I really learn a much more powerful question, with it's truly wonderful umbrella of optional &
really happy to be in this 'coaching' world with the ICF credentials supporting my 'learning and development.' C
& connect (especially in nature) we learn so much together and from each other."""Barna invited me for the walk

back to the conversation with Floris, I suggest that during business / organizational 'meetings', we very rarely 'c
now you will love this :-))""1. Be sure to follow Nature Quest, here on LinkedIn ""2. Put a 🌿 in your agenda for

s."""In this space my focus drifts and my mind wanders... I don't remember or need to remember where all my

ths and others strengths."Lesson 4 : Be curious about areas where you can grow.... with the help of others."""
the strategies they will put in place going forwards..."After lunch, we took a walk in the nearby nature, to exp
issing, then the conversation is 'dysfunctional.'""Additionally, does your team have 'skillful' conversations..?"

ou would be so kind to add a comment or share this page into your networks...? That would be AWESOME!!! ""
and doing) each and everyday."""In the evening I was invited to a camp fire dialogue session in the countryside
ple who will both challenge you and support you,,,,, to get 'there' or be 'there.'""And just one more thing while I

g a different type of conversation in the team."""The question was also designed to fit in this 'mid point' of the t
enced their 'authentic leadership' style in a stressful situation. When they feel this ... humans are wired to reme

ioned to discuss / provide our own similar experiences about the topic, to form and give our opinions, to help or

the again and think and feel into who they are, what they are doing and how they are being... coaching is an ab

n."""If one team is too 'weighted' this sculpture and our organizations will not function. ""Additionally the black
rom 'the personal leadership industry' that complex issues could be normalized. What a relief! ""No flattened i
both teams at the end of an epic 3-1 loss .. Les veterans de Baisieux AS v SV kampong (also veterans... 😊) V
talking."No right or wrong 'answers.'"Smiles and laughter."Tears are ok, they help to heal."Gratitude."Lunch
ing how many teams and groups have so few ways of 'Talking together',,,,, and even fewer ways of 'Thinking to
much more.... ""Congratulations on the podcast and Thanks for sharing your wisdom and experience Peter C

re how 'grumpy' (= rigid / closed) I looked when I received his suggestions in a conversation we were having ...

aders that are currently supporting... 5 minutes after arriving we sensed calm, heard the birds, disconnected fr
y questions... I think it's a fascinating topic... so I made this reel on the subject."""My 'move' is this... please flic

re. ""You can check out our website in the comments for more details."""& If you'd like to join us and the grc

ad met the 3 young women just the day before this concert when giving a Master class in Zwolle... during the cl

of our reflections: ""1. Integrate to truly learn. ""Our company is called Ici2learn. 'Ici' is French for 'Here' s
e agenda may seem the 'right use of our time', but I have a feeling that taking a few minutes to 'Check in' could
d leaders. ""When I signed up for the course, I didn't know it would start during my ski vacation.... Nice view fr
ie breaks in nature gave us space to breathe!!""It was the first 2 days of Team development journey that we w
rdinary' Right? :-))""#teams #teamwork #6teamconditions #teamcoaching ""

that our bodies and minds will remember these feelings... 💡 ""What an absolute honor to hold this space whe

with other like minded inspiring leaders on any of the dates, please contact us before the end of January and yo
e movie ... they give a feeling of being small but so connected with our universe. ""Connecting and being conne
ind hope of Springtime. ""This Springtime I'm especially looking forward to being with Floris Dekker and group:

of 6 - 12 months, and start with a 4th in March, so I'm open to more some teams in the coming months. ""For
d future teams / running the Amsterdam marathon! ""LET'S GOOOO 2024! Elsa Regan-Klapisz, PhD Barnab
e to move past the need for power and choose a future of love. ""Humans need love. ♡ ""Looking forwa

ure for Leaders who are open to reconnecting with themselves and learning with others. ""We tell this story as
ills is about dedication to practice and reflection and continuous experiments. ""On Friday I spent the day walk
😊 ""Bernhard Holtrop and Rijk Smitskamp you guys are such an inspiration 'in this field'. 🧑 ""#nature #lead
iness through my experience of coaching this team of amazing women on a team and leadership development

about this Tom Cross CPsychol AFBPsS? ""#teamwork #togetherness #belonging

ways: ""1. For 'learning' we are going to a 'diverse network'. ""During the afternoon we had a series of ques
s glowing staff!... ok he doesn't really have a staff) on making magic appear. ""In conversation with Floris we s
earby nature. I'm lucky and find some peace of mind and heart there. ""When I get home, looking for hope I c

very very cool is that? ""Here's a couple insights from our walk in nature: ""1. Keep Exploring! ""I always rem

above image.) ""The above is our key take away.... Brilliant / High performing teams balance input from both
gged in to everything ChatGPT... connect with him if you'd like to keep up with the latest and greatest in our ne
fundamental understanding that we are all equal human beings who deserve peace, freedom and happiness."

ess is Ruth Wageman's Six Team Conditions Model. ""Let's first look at these 6 Team Conditions : ""☐ Real
orking at Inalfa Roof Systems Group on a couple of projects to develop some sunroof products for Land Rover
ng what reactions you all have on seeing it? ""Allard de Jong (MA, PCC, ACTC) Georgina Woudstra, MC

focus as much on 'Developing Teams' as we do on 'Developing Leaders'...?""""Thanks for your beautiful human clarifying which type of challenge we are facing. E.g. Let's share 'best practice' for this issue! """"B. Sense of negative mood or having a bad time of it, we search them out TO BE with them, to feel heard and held, to feel

non ground can be challenging yet profoundly rewarding. That's where dialogue circles come into play, offering very relevant, even now in 2023!""""The world has got so fast, that in business (& life) we seem to have forgotten to

Team Coaching Studio.""""I also offer a reflection... """"For all professionals / roles... you probably have a list of too time brambles scraped at my shins, which became pretty shredded the further I went ,, but no way was I tired!

ted! """"GOOOOO Barna! You are AMAZING!!""""#chatgpt #time2chat #learning"""" skills in this important and emerging field.""""BIG THANKS to Georgina Woudstra, MCC, ACTC and Allard de Jong!! Let's reflect on how we want to be... (and as we do, let's observe how we are being...) This enables the

time that you shared a real time, real important, real leadership issue in a beautiful natural space where you can imagine the possibilities that will emerge when you are immersed in nature with a group of inspiring leaders?""""You

and tuning in. What a great way to prepare for this workshop! 😊""""#travelbytrain #relax #teamcoaching #facilitation

ments. Maha Alusi Pierre Fel Henrik Herrmann Allard de Jong (MA, PCC, ACTC) Georgina Woudstra, MCC, ACTC join us!""""Please contact Floris Dekker or myself if you're interested to know more details. We are looking forward!""""When a group of inspiring leaders connect together in nature; wisdom will emerge.""""We are so curious.... """"

kindness, learning, adventure, camaraderie and creativity.""""Life is about 'being and doing'.""& Life is about filling

and he explained maybe some of the ideas will never become works of art... it doesn't matter if they do or don't, Be politically active. "" "" #people #sensemaking #complexity #leadership

is relaxed and stressed thing. ""We got this being open and I can't be open now thing. ""We got this I want to talk

working on the generating ideas part of the creative process. "" ""Interested in your thoughts on this article and our the future of coaching... "" ""Do yourself and your team a favor and take a listen. "" ""ENJOY! □ "" "" #team #leade

o brothers from Utrecht. "" ""The new clothing brand Reggies from Utrecht tells the raw story of two brothers (18 Klapisz, PhD and I tried pretty much everything to stop / help / save him, seeking help where we could,,, but nothing

goodwill among people closely associated in an activity. "" ""Absolutely love both those definitions. :-)) "" ""In terms of the story of this WAY OF BEING is beautifully told. "" ""It's fair to say that we love books,,, but this one... I can

in the field. ""And so complex because it involves real (cognitive & emotional) people and the dynamics of them relating to the ideas and feedback of others,,, often we dive into the details and sometimes we search for the RED thread. When we warm again together, we learned together, we slept (again a bit) together, we woke up and stretched together, we go on this journey with you all... loving all the BIG SMILES on this photo... BIG LOVE & HUGS.... Jennifer Hoegh took a microscope for the first time... This image on the right was sent to me by my son Felix (age 12) last week..

is anybody have advise / recommendations for Team Coaching training programs / diplomas that are aligned to, I am so grateful for the amazing Elsa Regan-Klapisz, PhD for our life long learning journey together. "" "" #grateful #gratitud

rough the bumps,,, this team is surviving and pulling together and caring for their own teams and delivering on

ant over.... let's get back to the point of this post. ""Yesterday I had the very uncomfortable / painful pleasure of
f business leaders into nature,,,, with a basic aim to unplug and together see what we could discover about lea
y doesn't have ONE answer. ""Let's explain with an example.... ""I really REALLY want to learn 'to coach'. So
mages. ""Here's a couple of examples : ""The four cornerstones provide such an amazing foundation for natu
Summer vacation reflections.... I also decided sign up for another 6 months of coaching with the very fabulous
iful / resonant / colorful (coaching) conversations. ""Now, I'm 12 months further and heading towards my ICF c
at the model and Co-active coaching, please give me a shout :-)) ""#coaching #learning #curious #coactivecoa

s for such a mindset and courage are SOOOOO GREAT!! ""Congrats also the Dutch coaching team who have
d develop, they took each others and stakeholders perspectives and they made tough decisions together. ""At

relationships and transformational opportunities. ""P.s. Also a tip for this... especially with teams,,, if you plan
somebody looking for a coach and you could recommend me, then this would be fabulous! ""Here are some

ssing 'Leadership coaching' with a senior HR leader and she told me, "We have people who are struggling, but
e different perceptions of the 'crazy' year (life) in a matter of moments. And that's ok! ""Whatever your viewpoint
." "Big treats (monthly). E.g. Being Coached.... such a fabulous gift to myself! Each time that I discuss with my c
to 'slow down'. ""Then I started walking and was about to run again and this (cows falling from the sky) happ
g shared and from the person who was sharing 'their stuff. ""Maybe it was an post lunchtime dip,,, but at a cer

ively busy schedule planned... but then a team leader called me and cancelled his team coaching session.... A

or some 'me time' running around the city / waterfront.... I love to experience the quiet anticipation of a city a day
nutes to watch this talk ... Susan David is truly AMAZING!! ""And if you'd like to discuss "What are my emotion
!!" ... "to be together"... "to meet and understand each other." As the team shared there was a quietness and p
ons' versus the benefits that can be harvested by 'offering appreciation' to others ideas. ""- A view of leadership
he essence of coaching; to find what makes a team or an individual 'resonate' and help them go there!"" "Equ

"To all future clients: Please feel free to sign up and form an orderly queue in the comments section... :-)) ""W
'coaching' on your 2022 goals (or something else) I have some availability, so just drop me a message. ""#c

amage... thank you for the inspiration my friend! ""#LetsGetUnplugged #inspiration #love
; / Holiday season! ""#inspiration #happychristmas #happyholidays #unplugger

re or one of my fellow coaches in English, Dutch, German or Russian."""How can you join? Get to know us and
coach danced around her room. It felt a bit weird but pretty damn good and then.... I saw somebody from outside

al Richardson Jan Valcke Jasper Ligtenberg Magdalena Bogdanowicz Gerben van Driel""If you'd like to know
his!""Oh, and of course feel free to give me a shout (or a message) if you'd like to discuss and learn more :-)"
sion and what an impact this warm generosity & sharing created in the room.... quickly I learnt that she had ear
, PMP for your warmth and expertise co-leading the session. To my buddies / fellow co-active coaches (in train

ks to Elsa Regan-Klapisz, PhD for supporting me on this journey! Thanks also to Elisabeth Olger and Banan H

etc. So THANK YOU greedy super league people... now kindly disappear forever. ""#leadership #team #tear

ms to reach out / collaborate outside their immediate teams and with external stakeholders? ""#teamwork #te

en for your contagious passion and incredibly valuable insights. Already applying some of the learnings and ca

to increased momentum in phase 2 and progress towards the project's end. ""If we translate these research findings... he inspires me / reverse mentors me about BEING AUTHENTIC.. 18 years old and oozing Authenticity.

answers. ""What are you feeling? Answer(s)... see the image post by Susan David, Ph.D. for a list of emotions.

because he has BIG plans for his company LevelHup and wanted to clarify which steps to take first and how to

come into presence with others'. ""Floriz and I definitely 'come into presence with others' during our 'gatherings

wanderings go, but the good stuff stays... the good stuff is preserved. ""My good stuff from yesterday was a feeling

'There was lots of discussions and listening and laughter and ...curiosity. ""During the afternoon / evening I was able to experience another context and open up to a different type of energy. ""During the walk I posed a series of questions.

"Here is the check: ""Are all the team members skillful / comfortable in making each of the Dialogic actions possible?

""Special THANKS to the wonderful Elsa Regan-Klapisz, PhD and Petra De Graaf for all your love and support near Amsterdam by my friends Rijk Smitskamp and Bernhard Holtrop and the wonderful team at Nature Questions. I'm on my soap box... don't forget to be 'here' and enjoy / embrace this crazy adventure that we call life. :-))""

team development journey.... when working with or in teams, it takes some time to discover what is emerging in the moment such feelings.. the next step is to find an image or symbol that they can use as a structure to visualize and

our companion 'solve' their topic with a list of actions.... so that we can quickly get on to the next topic of discussion.

absolute gift where ever you do it. ""HOWEVER if you do have the chance (luxury) to go for a walk during a conversation

the triangular foundation that supports the kinetic part of this sculpture can be seen as the organizational context models, but the human dimension was central. Professionalism and values-oriented. ""An absolute must for the team. We nearly made it 2-2 at a crucial moment in the game but our striker was harshly ruled off side and our 2nd goal was a bit of a time chat. ""An afternoon stroll. ""Silent time and reflections. ""Magic happens. ""Creativity arrives. ""Embracing the moment together'. ""For example, how many meetings have you attended that are full of monologues or endless back and forth? ""Barrett and Jane Ball ""I'm going to walk the dog now,,, so I can listen to the next episode. :-))""#dialogue #collaboration

Thanks so much Henrik Herrmann! ""Becoming less emotionally rigid isn't easy but it is amazingly wonderful

from our daily operational stress and relaxed into a different level / strategic conversation about our upcoming Goals. I'll look through and read the reel about using 'Dialogic Actions' to create 'skillful conversations'.... I'd love to know your

group, we still have a couple of places left for our 18 April date... Please send me a DM and as we are launching

class she was so impressed by their skills and passion and talent that she invited them "to come and hangout to

so we are literally called 'Here to Learn.' This, Learning' is pretty much ALL what we 'Do'. """"When coaching te
d in fact be far more valuable. """"Here are some tips on 'Check ins' for meeting (and workshops). """"Hope they r
om my office today. 🙌 """"But still ... I'm not complaining... 1/2 day skiing and 1/2 day learning is simply JOY!!
will work through in the next 6 - 9 month and I had "designed" the 2 day agenda carefully, with input from 1:1 inte

en coaching a wonderful 'product innovation' team earlier this week. """"So much was shared and so much em

ou will receive our early bird special offer : 1/3 off the price. """"----- """"Nature, calm, reflections and ne
ected is so AWESOME... whether it be to far away stars or the everyday wonder in our children's eyes and smile
s of leaders at our 'Gathering Natuurlijk' retreats. """"----- """"Nature, calm, reflections and new insights. Imagine

our 'Gathering Natuurlijk' Leadership Development retreats, Floris Dekker and I have planned the following dat
é Regan Maha Alusi Henrik Herrmann Pierre Fel Floris Dekker """"#values #goals #kindness #positivity #learnin
rd to a future of love with Elsa Regan-Klapisz, PhD and all my friends and connections here on LinkedIn. """"#Lc

a way of launching our website.... we are very proud of it! (See the comments for the link.) """"We have set fou
ing in the beautiful Hoge Veluwe national park, the Netherlands and visited the wonderful Kröller-Müller Museu

t journey through the last 18 months. """"For this post.... Let's focus on this amazing team of women and what I

sitions about the 'future of work' e.g. how will Gen AI impact your job in the next 3 years? how can organizations
tart with a check in and from that point we criss-cross / meander / build / de-construct / oppose / listen / re-think
drink a cup of coffee and read a few pages of this book. It's a most beautiful work of art! Each page tells a life :

ember Tom as an Explorer! Back in our days at Inalfa Roof Systems Group he worked on projects all over Eur

their internal AND external stakeholders... AND learn to continuously improve from their feedback. """"Here is s

Team: Clear boundaries and interdependence within teams are essential. It distinguishes them from other team
and Renault. """"Yesterday,,, more that 20 years after experiencing these Engineering and Cross Functional F
C, ACTC Dr. Krister Lowe Mark Emdin ∞ Elsa Regan-Klapisz, PhD Maha Alusi Henrik Herrmann Pierre Fel Flo

ness my friends and really interested to hear your thoughts on this inquiry. :-))""Prof. dr. Nick van Dam Jan
making about the decisions we will make is an emotional experience... when we are confused,,, live with this c
al their compassion, to feel their support and to start to feel hope (again.)""We all know this.... ""And the soci

a unique and effective way to foster meaningful conversations and consensus-building."" ""1. The Circle of Inc
these types of 'seminal' findings.""So many teams and leaders that I work with are so 'busy' with 'Performance
or wheel) of competences... why not also craft your own philosophy and stance?""Thanks to Georgina and All
rning back & what a feeling it was to make it off the pathway, on to the cliffs and down towards the arriving wave

Jong (MA, PCC, ACTC) for your brilliant guidance throughout this adventure and to John McKay and Mary Mc
high performing team thing... so LET'S BE THIS!""Maybe this atmosphere guided me to create this totally nc

tune out, slow down, feel human to human connection, reflect and learn together?""4. When is the next time

u are so very welcome to join us! ""We have planned two sessions of one day each and here are the dates:""

C Elsa Regan-Klapisz, PhD Jennifer Hoege, MBA, SHRM-SCP, CPCC""BIG THANKS to my inspirational frie
ard to your reactions :-))""#leadership #learning #event #coaching #adventure #nature ""
""Which leadership question would you bring to discuss around the camp fire?"" #leadership #experience #lea

ling your days with things you 'value'."I'm celebrating this! ""I'm also celebrating the ohhhh so much 'camarad

, he just blatantly loves creating ideas... he was absolutely glowing as he read them out...""Anyway, back to m

and I want to be quiet thing.""We got this travelling and staying home thing.""We got this SERIOUSLY WTF.. &

team project, Maha Alusi, Pierre Fel & Henrik Herrmann :-)) "" ""#creativity #teamcreativity #coaching #

and 16 years old). The eldest brother has been in prison for quite some time after he was given a PIJ sentence
ng really stopped his path.""Nothing in fact until he did some really serious crimes, knew he would be caught &

s of why it keeps popping up for me in the last weeks.... I like to think that it must be a sign... YES TO CAMERA
it put down, I can't stop feeling, I can't stop talking about and I'm already using with family and friends and clie

working together with each other and in their systemic context.""Take a look at Team Coaching Studio blog if

LINE through the program. Ahhh I also ♡ group dynamics.""In such meetings I try to stay present in the m

we laughed and cried together, we were inspired together, we shared wisdom that emerged together, we grew

je, MBA, SHRM-SCP Matt Toback Catherine Zimmerman Subhan Nair Sin yin Edwards Christyn Rittenhouse M
.. he was using a microscope to zoom in to a splash of pond water.... amazing shapes and colours right..? ""F

/ accredited by the ICF?""Really appreciate your thoughts / recommendations on this.""Kind regards ""Nick

their promises to the business. Quite amazing really in the current world context. ""We worked together for a

f being supervised by a Master coach. ""Here is the basic process of Coaching supervision.... ""A. The coach
dership and teaming. ""And what an adventure it turned out to be ""We built up tips.... it takes time (more
o currently I'm working & learning to become an ICF certified Co-active Coach. So how are Co-Active Training
ural growth in coachees (People are Naturally Creative Resourceful & Whole / Dancing in this Moment / Evoke
Michelle Garnier- Chedotal she will support me with this 'thinking and feeling' and 'doing & being' for these e
certification, I'm developing these skills and having many colorful coaching conversations. Amazing skills for bo

e instilled this way of being in the team. ""& of course for the final.... COME ON ENGLAND!!! Football's coming
the end of the 2 day workshop the team leaders main take away... "we're working in a difficult context right now

to set 'the wisdom of emotions' or 'an emotional check-in' as an agenda point in a meeting or workshop ... please
examples of the types of coaching that I'm working through with current clients: ""CEO: how is he aligning his

t maybe try to solve it in another way'. ""This struck a chord with me when I reflect on my own career. In the pa
t on 'craziness' or our 'crazy' year, it seems to me to be an ideal time (mid-June), to 'take some time out of the c
coach I learn and grow so much towards living the life I want to live. ""I'm wondering if you are also treating you
ened. ""It's amazing to receive such messages... 'IT'S OK TO SLOW DOWN' ... I so loved it ... and after I s
tain point I asked the team 'OK, who has got a question for Jan?' (Obviously not his real name ... :-)) ""And E\

h ah.. some free time suddenly opened up for me Should I fill it with more, busy stuff? Or should I slow down

wn. It's a great way for me to re-charge and start another day of meaningful deeper connections. ""#coaching
is telling me?" Please connect / contact me and I'd love to dive into this together! ""#emotions #life #coaching
eacefulness in the room. ""We could really feel the power and desire of human to human "connection. ""As t
p being comfortable in discovery rather than certainty. ""Great stuff... I highly recommend you take the time
ally, I love these subjects because they are REAL. ""I mean PROVEN WITH HYPOTHESES, RESEARCH, DATA

'hat will you do if you are rejected?' Michelle asked. Ahhhh another difficult question, until I reached for my old

d book your 60 minute coaching session here: ""<https://lnkd.in/gTfvYmfw>"" #coactivecoaching #givingtuesday #
de staring into the office.... & then I cracked up laughing, in fact crying with laughter and kept on dancing. ""The

more about this program, please let me know. "" #knowledgetransfer #knowledgesharing #teamsuccess #learr

'lier given a similar gift to each of the team members. Just fabulous! "" Thank you Lonneke van Gerwen, it was
ning)... what a trip we are on together! And to Elsa Regan-Klapisz, PhD for the trip that we are on together!! ""

ladidi for your amazing guidance during the fundamentals course. "" #coaching #learning #teamcoaching #system

findings to the calendar year.... which seems kind of intuitive in the organizations that I work... then now is the time
□ He was beaming when I gave him his 'superpower' feedback. ""So I was thinking... ""Why don't you all re

ons for possible answers. ""I believe this is such a powerful question because it creates space for us to be curi

to balance his focus between strategic direction and operational tasks..... which business leader / entrepreneur

' (quite a similar meaning to 'meetings' ... right..?) in nature with leaders from different sectors or with teams at

feeling of being called into the big wise trees across the lake. I remembered a new friend of mine Thomas Kottm

s following the next step of the Academy of Professional Dialogue training program a become a Dialogue Practi
tions about 'strategy' for the team to discuss in pairs.... ""And as we walked I was inspired by one of the check
e. they don't 'just' stick to their normal way of talking. ""AND ""During the conversation, do they speak up at the

ort to help us get this beautiful project up and running... ""And as always BIG BIG THANKS to Rijk Smitskamp
st. ""The subject of the dialogue sessions was: "" ""How do we connect each day with nature? ""What are we do
NOTE: Love the research / work of Richard Boyatzis!... ""En-visioning / Dreaming about who you truly want to l

the team (and in their context.) ""With the teams responses I was able to tweak the conversations that we had
nd help them re-remember this feeling when they next encounter a stressful situation.... additionally we guide the

ion. ""We are NOT conditioned to 'just' let the other person talk but be there by their side / with them, 'just' to li

oaching session, especially in nature / or botanic gardens :-) then please do give yourself (and your coach)

/ structure this provides stability in which the teams can do their work. If the structure is too weak / not sta
ne leader and professional with a sincere warm heart for his/her field! ""----- ""Nevermind warmth....
ual disallowed... where is the VAR when you need it.. ? 😊 ""My team mates are always surprised that we can
ig it. ""Words of appreciation. ""Wisdom emerges. ""Learning together. ""A resonant glow. ""Feeling alive. ""With be
and forth discussions? ""This framework makes the different modes quite explicit and easy to recognize. Eac

work. :-)) ""After receiving Henrik's feedback I watched again one of my favourite TED talks on by Susan Davi

athering Natuurlijk leadership retreat sessions. ""The camp 🌲 will be lit for our first Gathering Natuurlijk day on
our comments / experience / thoughts on this topic. ""Elsa Regan-Klapisz, PhD and Floris Dekker, I know you k

the this program we also have very special pricing offers for our LinkedIn 'friends'. ""#gathering #nature #leaders

together for a few songs in Utrecht. ""How ABSOLUTELY BRILLIANT is this? ""A beautiful example of celebra

ams and leaders we are supporting their learning and when we're not doing this we are investing our own time
resonate for you and of course, as always I'm interested to read your thoughts on this. ""#checkin #meetings #c

erviews with all team members and more intensively with the team leader.... the agenda was light enough to ha

erged... □ ""#teamcoaching #dialogue #learning #creativity #cameraderie #humanconnection


aw insights. Imagine spending a day completely unplugged, breathing in the calm surroundings of nature and h
es! ""We don't need to go to Yosemite to see the stars and get this feeling. ""I'm really curious what inspires y
: spending a day completely unplugged, breathing in the calm surroundings of nature and harnessing this enviro
tes for this year: ""21 March / 18 April / 11 June / 24 Sept ""So check your diaries if you'd like to join this adver

r dates for 'Gathering Natuurlijk' in 2024 : ""21 March / 18 April / 11 June / 24 Sept ""Each separate date will h
m which houses the 2nd largest Van Gogh collection in the world. ""I'm always inspired by these type of days
experienced. ""Here goes: ""I experienced that as a team they deliver on their commitments & objectives. Es

s develop their cultures in our hybrid world? And for each question we were guided to discuss with a person in
c / feel / stop / start / back up / disagree / agree / disagree again and see what the hell 'magic' appears.... with F
story of learning and listening and understanding and generating human connections and wisdom. ""There is

ope, he'd already worked in US and later volunteered to move to both Korea and then China... he has a real lo

ome more details of the model. ""The left side of the model are focused on the 'Internal' Team Tasks and Proc

is / groups and fosters collaboration. "" Compelling Team Purpose: Teams need a motivating and meaningfu
Project teams we were still smiling, in fact absolutely beaming about these BRILLIANT team experiences We
ris Dekker Tara Nolan, MCC Michelle Chambers, M.Ed, CSODP,CHRL,CTDP, CTPC ""#teams #collaboratio

Rijken, Gema Molero González, Patricia García, Judith Grimbergen, Emily Ricci, Kris Rote, Décio Borsatto, He
confusion, slow down (even for a short time) to figure out where your challenge lies... ""C. The cynefin frame
al scientists and (more recently) neuro scientists (for the coaching nerds like me out there...) have PROVEN IT

clusivity: Picture this: participants sitting in a circle, side by side, creating a sense of unity and equality. Within th
e' that they forget that Team Effectiveness is ALSO (really) about 'Collective work' products (team members wor
ard de Jong (MA, PCC, ACTC) for your inspiration and guidance in the last months. 🧘 🧘 "" ""#teamcoachin
es. I sat and laid here for 30 mins or so, soaking up the calm, listening to the waves, just breathing and enjoyin

rand for your enabling support along the way. ""Thanks to all my cohort / colleagues who also dived into this c
on digital but rather colorful flip chart heading... ☐ ""We split the team into sub teams where they shared ideas

you can do ALL of the above? ""Here is an answer for No 4. :-)) ""Please see attached your invitation to a 1

""Option 1 : Wednesday 20th September""Option 2 : Thursday 21st September ""If you're interested to know

aders #nature #wisdom #learning ""Let's go Floris Dekker & thanks for your support Elsa Regan-Klapisz, PhD

lerie' with the ohhhh so many 'camarades' along the way. ""I'm so grateful to all my fellow trainee coaches, to t

ny idea (thanks Damien!)""""Here is a list of (LinkedIn) posts / articles that I'm thinking of writing... they won't be

it's gonna be ok thing.""We got this feeling at peace and feeling at war thing.""We got this I give up and I don't

3 (juvenile TBS), the youngest brother works at Reggies from home. """"Based on a true story""""The Reggies br
so turned himself into the police and received a 'PIJ maatregel', the most serious verdict / sentence that juvenil

DERIE!! :-))""""So I'm gonna listen to it.... in my work (with teams and individual coachees) and in my life. """"I
its,,, in fact I will try to use this WAY OF BEING with everyone. """"It would be really great / awesome if you coul

you'd like to read more about Team Coaching... and of course give me a call / drop me a message if you'd like
oment of discussion but also keep this Intentional Change Theory / Learning model by Richard Boyatzis (see in
together and we left... so much more together. """"So grateful for this journey, these experiences, (my work and
Jamrata Ragade & Megan John (who we really missed at this celebration.) """"#celebration #coaching #smile
elix was so enthusiastic about zooming in that he posted his image straight into our family Whatsapp group,,, a

n afternoon with an aim to take an helicopter view on their progress as a (high performing) team and to re-focus

1 (me) records a real coaching session that he / she had with a coachee."B. The coach sends the recording to
than double our estimation..) and energy and persistence and reflection and experimenting and team norms at
Institute supporting this learning."Here are some of the ways I'm learning to coach:"I read the book... It's the
Transformation / The Whole Person.)"The Design alliance and context provide guidance towards such colour
each and every day juggling 'life' choices."If you're also back from holidays and thinking about 'how many and
with coaching and life :-)"If you'd like a colorful (coaching) conversation? Give me a shout :-)"#coaching #c

w... we need to step up on how we care for our people!"Care hadn't been a designed theme of the workshop

ase, allow,,, plenty of time! :-)"#emotions #coaching #teamcoaching #collaboration
company's strategic direction and leadership style with his own personal values?"CFO: how does she find joy

ast when struggling I always tried to solve it another way... running in the countryside was & still is one way for n
'craziness'."Take some time to reflect/look back/learn."Take some time to think & feel 'where am I now
myself?... Answers in the comments please."p.s. Cake and exercise,,, go for it! you got it! "p.p.s If you'd like
started running again and I had soooo many new ideas and insights etc.."P.s. this theme of 'slowing down' is
/EVERYBODY in the team SHOOK THEIR HEAD.... EVERYBODY! "I nearly fell off my chair... And it was of col

wn?.... and fill it with something I really value?"I chose the latter... ☐... Here's a photo of my view sitting this

the terrible and brutal war is taking place in Ukraine. I will gratefully remember this as a beautiful moment."#I

ATA & PUBLISHED BY PEERS,,, REAL!!"The term Team 'Compelling Purpose' comes from Richard Hack

trusted friend (and ally,) the Applause Machine. "I will give myself some Applause for trying and move on to the

#powerofcoaching #coaching #doinggood #GivingTuesday #watdoeijj? #joyatwork #joyfulliving """"Tanja van Dijk
ought I'd share the scene... it was hilarious and joyful.""""Not sure dancing is for everyone in a coaching session

is a real 'treat' to meet you and so lovely to work together! p.s. How on earth (or the universe) did you know pist

ne (June / July) to bring our teams together to check how we are 'doing' and also how we are 'being'. ""In the I
ach out to someone... a colleague, a client, a leader, a loved one... and tell them.... ""Your superpower is....

ous about 'exactly' what we are feeling. And as we uncover the emotion and name it and can feel it in our bodie

doesn't have this dilemma...? :-/""Here's how our woodland chat / learning went: ""Connect : the first few minu

our Gathering Natuurlijk sessions. ""Here are a couple of ideas that Floris and I continue to ponder on this suk

ier has a big wise tree outside the window of his office / study, some where in Argentina,, inside his study he's s

itioner, where we incidently had conversations about the roles of a Trainer / Facilitator / Coach... & Practitioner.'
k in inspiring stories from the morning: a friend of one of the team is setting up his 3rd entrepreneurial business
relevant time with the relevant Dialogue Action input? ""If not, then the team aren't having skillful conversations

and Bernhard Holtrop for your inspiration and on going friendship. ""Also a special additional note : If you're i
ing / can we do to help the well being of people and our planet? ""These are big and deep topics and the dialc
be is Discovery 1 of his Intentional Change Theory. ""Creating Resonant Relationships is his Discovery 5. ""#c

d throughout the session yesterday and it certainly helps to design the direction for the future sessions that we
e coachee to give a name to their 'Inner Leader'. ""My coachee didn't find the 'Flower Thrower' as her inner lea

sten or 'just' to ask a clarifying question to help them with their thinking... and we're certainly not conditioned to

the more special gift of doing this. ""Coaching conversations when walking in nature, physically take our bod

ble the teams and organization will not function. ""And of course both teams and organizations can flow beauti
How ABSOLUTELY COOL is that!!! ""Feeling so grateful to the leaders who joined us from the corporate, educ
i find a team to play against... I don't know anyone in Lille who plays ⚽... and a few weeks ago I hadn't found
autiful souls gathering together. ""-----"" ""This was my experience of our Gathering Natuurlijk 'leader
h mode has a different structure and dynamic and can be of great value when designed and facilitated carefully

id on her research about "Emotional Agility". (See comments for the link.) ""And now I'm working on this each

n 18 April. ""We currently have a group of 6 leaders from diverse sectors who will join us... so 2 more spaces
both love this subject, so I'll tag you here. :-)) ""p.s. Thanks Peter Garrett & Jane Ball & Bernhard Holtrop for s

ating talented young women by lifting them up on to the stage ...! ""Celebrating the example of Lizz Wright and

:(and money) in developing ourselves in the world of coaching & self development the areas to learn are in

ve good discussions, mixed with various facilitated activities and full enough to feel productive / we got stuff dor

arnessing this environment to reconnect with your personal leadership style and strategic vision."""This is 'Gatl
ou / creates a feeling of awe for you in this movie? """"I'm tagging a few friends who know about the awesomen
onment to reconnect with your personal leadership style and strategic vision."""This is 'Gathering Natuurlijk', ou
ature!! For more information on this I'll add our website in the comments."""If you're interested in any of these :

have a chosen 'leadership' theme. E.g. Leading both strategically & operationally / Engaging with key stakehol
and had the pleasure of inviting my friend Tom Van Asten to walk & talk in the Autumn countryside and absorb t

specially when something unexpected / not planned arises, they come together and take ownership, aim to und

the room that we didn't know.... I discussed with a professor from Nijenrode, a manager in the health system (I
loris, some Magic ALWAYS ALWAYS ALWAYS appears."""I recently read that Goethe thought of 'conversation
hope to be found in these pages. And maybe hopefully for some type of peace in the world through this practic

ve of diving into new adventures and seeking to understand and build connections with the amazing cultures th

esses:"""1. Clarifying - It all starts with a crystal-clear understanding of the team charter, purpose, goals, KP

I purpose that guides their work. It aligns team members and keeps them focused on their goals.""☑ Right Per
: were particularly recalling the fact that everybody really took 'ownership to leverage their skills' for their particu

Henrik Waitz McLean, Raquel Costa Hammer, Achim Rathschlag, Alice Nottet Benny Leijdsman Catalina Estrada
work has 5 domains... Confused / Clear / Complicated / Complex / Chaotic. There can be great value in under

!!!""I absolutely love the work of Richard Boyatzis. ""Please take a look at this image... Boyatzis, Intentional

is safe space, individuals take turns to speak while others actively listen. The magic happens when each perso
rk together, otherwise they are NOT a team) and AS IMPORTANT 'Personal Growth' of the team members. ""

g!""In the coming months I'm planning some more work and life adventures.... ""Will use this selfie to help n

challenging world of 'team coaching' and a SPECIAL SHOUT OUT to my small team project 'mates' Henrik Heri
and decided which 'behaviors' to propose as 'Our Team Behaviors' .. such a fun activity... side NOTE.. why a

day leadership event, Gathering Natuurlijk. ""We have two options for dates : ""Option 1 : Wednesday 20th Se

more, please contact either myself or Floris Dekker. ""Here are our contact details: ""Nick.Regan@ici2learn.co

the amazing faculty at Co-Active Training Institute and a big thanks to my coachees for their trust and patience

as beautiful as a Damien Hirst artwork but it doesn't matter... some I will write and some I probably won't or th

give up thing." "We got this freedom and feeling trapped thing." "We got this we're broke and we got money thing

and is "based on a true story" of the two brothers." "When the eldest brother went to a juvenile detention for th
es can receive in the Netherlands." "When I heard the verdict in court, I nearly collapsed... but the next day I v

won't tag all my 'camarades' with whom I discussed / felt camaraderie.... but I will share that this image / artwor
d drop a like / love / comment on this post... not for the post itself,,, but for the idea of sharing this Heart at Peac

age) lightly in my pocket,,, so that I can zoom out and take a view on how the program is designed... for the lea
l life.) Thank you RELEVANCE and Nature Quest for inviting me along on this adventure." " #dialogue #lead

nd then we all got enthusiastic about it .. especially Elsa Regan-Klapisz, PhD who 10+ years since leaving acac

s on what they NEED to deliver this year.... (again in the current world context.)""""With reference to other team

the Master coach / coaching supervisor, choosing carefully the section (20 - 30 mins) of the session that he / s
nd accountability and so much more :-))""We sparked and kindled camp fires, what a joy when you GET IT GO
ne bible of coaching so not a bad start..... but there is sooo much more ;-)) ""I really studied parts of the book &
rful conversation as the coach remains Curious / Listens / Uses his (her) intuition / Self Manages / Deepens & f
l which balls' to juggle in the coming weeks and months, then please give me a call. I'd love to offer you some c

p,, it was just there.""""At one point we were discussing how to really connect as a team and care for each other

& life satisfaction with such a busy work schedule and massive responsibility?""Senior Director / VP : He has re

ne of course there are many more. Having a coach wasn't really on my radar. "" ""And when I was 'flying' in
ow?' "" Take some time to dream (yes DREAM!) about where I'd like (or better LOVE) to go and what I need
e to treat yourself to some coaching sessions with me.... Please let me know! This would be an Extra big treat
present in so many of my coaching sessions (individuals and teams) these days... if you'd also like to reflect or
urse a lovely OH MY GOD / A-HA opportunity for the team as I challenged them to take a few moments / minute

afternoon in the Van Gogh room at the Kröller-Müller Museum.. what a fabulous place to really slow down."""" #

man & Ruth Wageman's wonderful research and is an Essential part of the 6 Team Conditions Framework. Th

e next potential client." I replied.""""Loving the BOLD colours of the Applause Machines on the image right now.

k 🌸 Andrea Hermanns Elena Knyazeva Marie Mendgen Saskia Marcelis Jitka Peeters M.Sc., M.A., PCC, PMI
r, but looking for and feeling more joyful moments is a pretty good topic to bring to a coaching session. :-)"####c

ast few weeks I worked with several teams to work on a retrospective, looking back on the first 6 months of the

as, then we can ask ourselves, ""What is behind the emotion...?""Where is this emotion guiding us..?""

ites was emotional (calm / curious / frustrating / confused / impatient / confident / trusting....) as we circ

surrounded by 100s of books.. the previous day I heard him call his books, "my friends." I love this idea

""Our summary....""Trainer = provides input / transfers knowledge."Facilitator = enable the process t
s and has just secured several million investment... :-))""So I dropped a question that I'd earlier prepare
s.""Important stuff this.... Functional & Skillful conversations in teams

interested to follow our Gathering Natuurlijk page... please also be sure to also follow our friends at Nature
ogue that emerged was diverse, fascinating, sometimes confusing and sometimes simple. By the end of the se

will have in the coming months.""If you're a leader I'm wondering if you might ask your team
der,,, but she chose an image and name with a very similar message... (That I won't name on here due to cor

'just' be in silence, together with someone, walking side by side with both of us reflectin

ies and minds 'somewhere else'.... the calm surroundings gives us 'different' inputs.... and this combination of '

ifully in good times .i.e the warm springtime breeze.... but how will they function on stormy days.
cation, journalism, consultancy and creative sectors.... WOW WOW WOW,, Didn't we learn together!!""
a team, but I believe in 'the universe' and ... poooof one Thursday morning at 745 hr while having breakfast I r
'ship' retreat that Floris Dekker and I created with a truly amazing group
/ into a team workshop or meeting.""I learnt about this framework during my ongoing training to become a Ce

day for myself and often with my coaching clients... I often share this talk with them and

s if you'd like to join, discussion and learn about Leadership with us and the group.""There will be so much wis
sharing your guidance / wisdom on this topic.""#dialogue #conversation #decisionmaking

I these 3 young talented women on International Women's Day. □□□□""Oh ... and p.s. the band (guys) supp

infinite... and we are so fascinated to keep learning that we keep INVESTing and keep learning.... i

re!!!""The first day was about landing as a team / connecting together and 'contracting' on how to be toget

hering Natuurlijk', our retreat in nature for Leaders who are open to reconnecting with themselves
ness of nature and connection... I'd love to know your thoughts and feelings on this ... Floris Dekker Bernhard
ur retreat in nature for Leaders who are open to reconnecting with themselves and learning with others.""

services (my goals) please feel free to drop me or Elsa Regan-Klapisz, PhD a message.""p.s. Learni

ders when making decisions / Team development, people development and ownership.""We
the art works in the stunning gallery setting. ""For some reason Tom and I were both drawn to the room showi

erstand the issue, find solutions and implement them.""I experienced that they look forward and take the time

housing for elderly people), a director in the nuclear industry and Nick van Dams dentist. Yes Nick's dentist...
l' as 'the highest form of art'. I often think of art too as magic, does the artist ever really know
e of Dialogue.""Also a short note to Bernhard Holtrop, Allard de Jong (MA, PCC, ACTC) and Georgina Wouds

at he meets along the way. ""When exploring we set off with an idea of where we are going.. some sort of ma

'l's and roles. By aligning our objectives, we can march forward with unwavering focus.""2. Co-creating - TI

ople: The team composition matters! Ensure team members have the skills, knowledge, and diversity needed to
lar 'role' within the teams, but what stood out even more was how the teams really collaborated / interdependence

Restrepo Christien Drost Daliborka van-Weelden-Muselin Eva Spierings - Fenger Geert Heuvelink Gemma Hi
standing the challenges in each domain... e.g. dipping into the Chaos domain can lead to innovation. "D. 'O

Change Theory (ICT) has 'proven' that we grow / develop / learn... CHANGE as individuals (& teams) when w

in builds upon what they've heard, gradually unveiling the collective wisdom of the entire group."

"Team effectiveness (still after 30 years) = Performance / Collective work / Personal growth."Katzenbach &

ne remember to slow down, breathe and enjoy!! "Also to motivate me to keep going through any 'brambl

rmann Maha Alusi and Pierre Fel! What a joy to learn together!! "And last but certainly not least.... BIG BIG T
re so many teams so hesitant to add FUN as a team behavior...? "Through the couple of days we did DO a k

eptember "Option 2 : Thursday 21st September "If you're interested to join, please contact Floris

n (06 24 13 70 56) "info@florisdekker.nl (06 30 35 37 92) "#leadership #learning #share #creative

as I developed my coaching skills. " & a special mention of gratitude to 3 special ladies : "Elsa Re

they'll morph into some other topic.. it really doesn't matter. """"What matters to me is to take the time t

g.""We got this the boys are soooooo wonderful and the boys are soooooo infuriating thing.""We got this can yo

re first time in 2020, the younger brother came up with the idea of together starting a clothing brand. In
visited him at the juvenile detention center and he told me... "Dad, maybe this is what I needed to stop." It was

rk is called 'Cameraderie' and is created by my friend, the truly wonderful artist Liaqat Rasul. (See co
ce message.""""I think / feel in these times that we need many Heart(s) at Peace.""""#heartatpeace #coachin

arner.""""Thought I'd share this model on here, so you too can keep it lightly in your pockets.... and maybe bring

lemia,,,,still has a thing about microscopes .. :-)) """"This emotional contagion when zooming in and zooming o

is in the same boat, I wanted to share this series of questions that we worked through to align their individual v

she would like to have supervision on." "C. The coach and supervisor observe the recording... lookin
ING and see it slowly spread." "We had deeply connecting dialogue around the camp fire circle,, its so so learnf
: discussed many topics of the book with Master coaches and other learners." "I attended ne
owards the clients learning." "The principles help create so much imagery, with Fullfillment coaching that help
coaching on this too :-))" "#coaching #teamcoaching #leadershipcoaching

r, I intuitively introduced these 5 Love Languages... I think they're more commonly used for couples, but the tea

ached his professional 'dream',,, what next?" "Senior Manager: How can she lead rather than micro-manage h

my career, I absolutely didn't feel (or understand) the need for support from a coach...." "In
d to change get there." "Taking some time out of the craziness' is basically the esse
for me... and I can promise (at least) a Big treat for you." "p.p.p.s. Big THANKS to Cat
n it together, please feel free to get in touch." "P.p.s. Keep watching out for your own 'messages from the univ
s to write down an 'Open / HOW / WHAT' question and become more curious with each other... " "Then the ei

ey say a 'Compelling Purpose' should be Clear, Consequential and Challenging. " "The term 'Ideal Self' is par

.. what a beautiful & fun object created by my friend Martin Smith & produced together at Laikingland :-

he magic happens whe

iett Göran Folkesson, Grace L

u change and plea

nergy and curiosity pick u