

# FIRST 100 DAYS

## executive coaching

### for leaders starting in a new role

If you are starting as a leader or project manager in a new position, you will discover that it is really an art in itself. You are ambitious to develop into a successful and full-fledged leader with executive impact. At the same time you will feel quite lonely at the top, especially in the first few months.

Our 1-on-1 learning program 'First 100 days' will let you benefit from a best-practice framework, from coaching guidance, from feedback and support in this delicate process. You will learn more about critical success factors as: how you put the right accents, how you choose the right timing, how you best approach your people, how to work with different feedback techniques, what qualities you as a leader can put in and what leadership styles are best in your new workplace.

The first months in your new position you will be coached in your leadership development. We will help you to present your business plan, help you to chair your teambuilding session, and help you to help yourself to strengthen herein.

### INDIVIDUAL PROGRAM TAILOR-MADE

For every leader starting in a new leadership role. If you are looking for a practical approach to leadership to get the work done and to be successful as a team coach and change agent. And if you want to be appreciated for the person you are and for the values you stand for. Your coach will work with you 1-on-1 on your individual goals, in your own pace and in the language you prefer, either in Dutch, English or German.

#### *Results during the program*

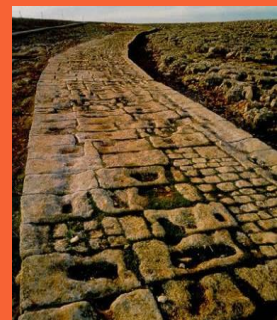
- You know what you have to do in your new leadership role
- You will plan and organize your interventions in an effective manner
- You are consciously choosing your leadership approach
- You understand the effects of your leadership style on your team
- Your conversations with your colleagues have gotten more impact
- You know how to positively influence others
- You know how to address your team members in team meetings
- You are rightly timing, but not postponing, courageous or awkward conversations with employees or stakeholders
- You choose and implement a first quick win
- You present your business plan to your stakeholders

### EXECUTIVE COACH

Martin Verweij MSc involved, sensitive, confronting, S.M.A.R.T.

Martin is an executive coach and team coach, focusing on personal leadership, connective leadership, business values, courage and effectivity. He makes leaders think and act more strategically, inspire change and stimulate effective behaviour. He has 25 years business-to-business experience as a financial manager and company psychologist. He established his own consultancy firm in 2005, working with his own team. Servicing clients like Schiphol Group, ABNAMRO, ING Bank, Teijin, Philips, Municipality of Haarlem etc.

☎ xx 31 (0)6 - 26 10 46 32



**Location:**  
Frans Halsstraat 86,  
Amsterdam  
or  
Oud Bussummerweg 12,  
Huizen

**Client quote:**  
"I discovered how to stand for my ideas and values and to inspire my peers and direct reports"



## FIRST 100 DAYS, main building blocks

### Intake

- your program starts with an intake
- based on your specific goals and issues, we continue with a leadership assessment (DISC, Big-5) and a personal values assessment (online tests)

### First 30 days

- my strengths, weaknesses and pitfalls
- the do's and don'ts of the first month
- stakeholder management
- mission and mandate

### Days 30 - 60

- communicating your role, remit and focal points
- formulating your concept business plan
- enhancing business chemistry 1-on-1
- coaching on the job

### Days 60 - 90

- discussing and presenting my business plan

### Days 90+

- quick wins
- designing a team session
- focus on teambuilding & on shared goals and values
- management by values

*"By helicoptering with my coach i got a clear insight of what my main goal should be"*



*"The start document and the workbook gave me useful structure"*

## BE THE CHANGE YOU WANT TO SEE IN YOUR WORK

### Professional qualifications of Martin Verweij

- Psychology, MSc University of Amsterdam
- R.E.T. Rational Emotive Training, RET Institute, New York
- Executive Career Counselling (Institute Hoogendijk)
- Executive Coaching (Vrije Universiteit & Ashridge University London)
- NOBCO (Dutch Order Professional Coaches) Accreditation

*"I want to connect the cross-roads and build bridges between people and issues"*



**INVESTMENT**  
*Tailormade upon request*

### INTERESTED?

The full program consists off approximately 10 sessions over a 5 months period. The choice of which building blocks and the pace of the program will be adjusted to your specific requirements.

For questions, please contact [martin.verweij@bethechange.nl](mailto:martin.verweij@bethechange.nl)

☎ xx 31 (0) 6-26104632. [www.bethechange.nl](http://www.bethechange.nl)

*What is the fingerprint I want to leave?*



Client quote: mr Luc Defaix, partner AKD Lawyers

"Martin Verweij is a top coach who combines sharp insights with practical advice"

Other references, zie [www.linkedin.com/in/martinjverweij](http://www.linkedin.com/in/martinjverweij)