

TRAINING &  
**MKCOMPACT**  
PERSONAL  
DEVELOPMENT

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TRAINING BROCHURE  
2023

ONLINE AND OFFLINE

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BUILDING YOUR AMBITION

## WHO ARE WE?

MK Compact stands for MK Leads' open training offer. We tailor our offer as much as possible to market demand, developments in the market and new insights and theories. MK Compact open training courses are short, interactive and held in groups of a maximum of 6 participants. The training courses we offer are offered both online and classroom.

The strength of the programmes is that participants can develop and/or refine skills and competences in an effective and efficient manner. For that reason, our classroom training courses are offered in 1 day and if you follow the training course online, it will consist of 2 half-day sessions. Because we work with small groups, we pay a lot of attention to individual learning needs and thus increase personal effectiveness. In short, the training courses are short and powerful, with learning in a safe environment being the starting point.

The participants come from different organisations and sectors. This diversity is used to learn from and network with each other.

## WORKING METHOD

The MK Compact training courses stand for a personalised approach. As soon as you register for one of our training courses, one of our Learning Consultants will contact you. By filling in an intake form, together with you, we can clarify your learning wishes to get the most out of your training. In addition, we are always available to discuss your learning wishes and provide appropriate advice. We are also happy to advise you on what you can do to put what you have learned into practice.

## WHAT CUSTOMERS ASK OF US

We like to think along with clients. That means we can at least fill in questions such as:

- English-speaking; all training courses can also be offered (from 4 participants upwards) in English.
- The training courses can also be provided In-Company.
- An additional coaching programme: we get this request mainly from participants with a new function or who are at a "crossroad".

## PRICES

All training courses have a standard rate per training day. This may vary, incidentally, if a team training course is given. We have different price agreements with some of our clients in connection with a preferred supplier agreement. We would be happy to inform you about the agreements we have with your organisation.

Do you have any questions or interest in our training courses? Then please contact us ([info@mkleads.nl](mailto:info@mkleads.nl)) or call us: 020 305 2626. We are happy to help!

## TRAINING COURSES 2023

### 1. Personal Development

- Speaking with Impact
- Intake interviews and interview techniques
- Advising while Coaching

### 2. Leadership Development and Coaching Skills

- Servant Leader – 2-daags
- Situational Leadership – 3-daags
- Coaching and Leadership
- Leadership Journey
- Coaching facilitation
- Facilitation skills
- Correction and bad news interviews
- End of the Year review
- Managing Change
- Development Interviews throughout the Year

### 3. Team Development

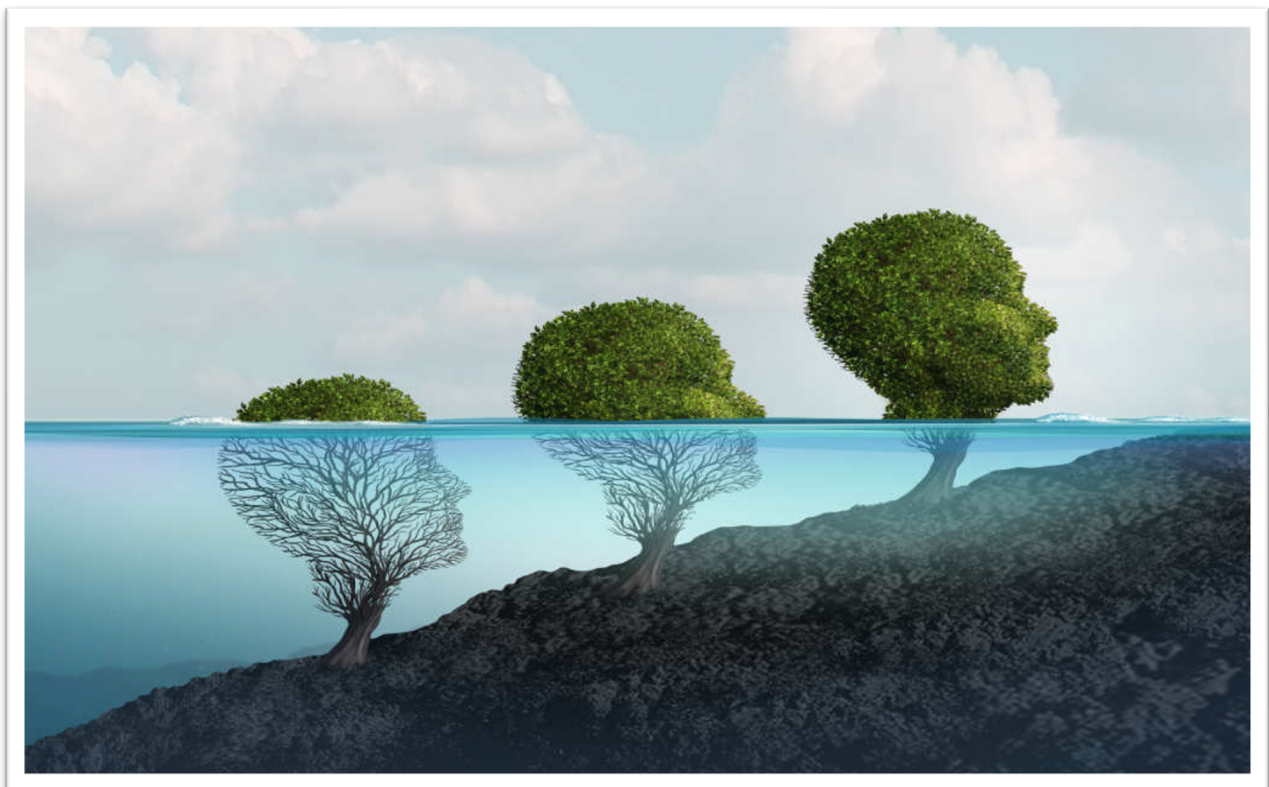
- Effective cooperation and communication
- Effective meetings
- Giving and receiving Feedback

### 4. Commercial Skills

- Commercial Skills
- Successful Negotiation
- Sustainability

### 5. Insights Discovery®

- Insights Discovery Personal
- Insights Discovery Teams



## PERSONAL DEVELOPMENT

The trainings below relate to developing personal qualities and personal effectiveness in your current and future role. The training sessions will contribute to the types of conversations and situations you encounter as a person in your daily practice. During the training sessions, you will receive personal feedback on skills, structure, pitfalls and competence development.

### TRAINING COURSES

1. Speaking with Impact
2. Intake interviews and interview techniques
3. Advising while Coaching



## SPEAKING WITH IMPACT

PERSONAL DEVELOPMENT

### Costs

€ 835,- (excl. VAT, including materials and lunch, if classroom training is booked).

### Contact

MK Leads  
Stadionkade 43  
1077 VR Amsterdam

w: [www.mkleads.nl](http://www.mkleads.nl)  
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t: 020 – 305 2626

*This training is for anyone who wants to (start) giving a presentation with more confidence or come across more powerfully during a consultation situation.*

Would you like to give a presentation with more self-confidence and persuasiveness or convince, inspire and/or motivate others to support your point of view during a meeting? Are you curious to know how to deal effectively with questions and reactions or how to hold their attention? During this training, we will give you tips and tricks so that you are better able to have more impact personally. Your story or presentation will achieve the desired effect sooner by using the right skills.

During the Speaking with Impact training course, you practice how to prepare effectively, convey information enthusiastically and deal skillfully with questions and reactions from groups and interlocutors. We analyse your personal style and give practical tips so that you will have more impact. In the first part, in addition to skills, structure and pitfalls, we focus on competence development. In the second part, you learn to apply these in different situations such as consultation, advice and other types of conversations. In this part, it is possible to bring in your own practical situation and practice.

### PROGRAMME

- How do I make use of my own authentic style?
- What is the importance of good preparation?
- How do you deal with audience reactions?



## INTAKE- AND INTERVIEW TECHNIQUES

### PERSONAL DEVELOPMENT

#### Costs

€ 835,- (excl. VAT, including materials and lunch, if classroom training is booked).

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*This training is extremely suitable for all professionals who regularly have (difficult) conversations with internal and/or external relations and is very effective both online and classroom!*

Do you want to be able to steer conversations and thereby retrieve more and relevant information so you can give tailor-made advice? During this training, building a good relationship and getting a clear picture of the question are important spearheads. We also focus on how to recognise (difficult) reactions and how to deal with 'difficult' questions.

In short, sharpening skills, competence development and acting from personal strengths are important for a good (intake) interview and systematically retrieving relevant information.

#### PROGRAMME

- How effective am I at asking the right questions?
- How to get more out of a conversation?
- What are the most common pitfalls and how do you deal with them?



## ADVISING WHILE COACHING

PERSONAL DEVELOPMENT

### Costs

€ 835,- (excl. VAT, including materials and lunch, if classroom training is booked).

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*This training is designed for people who regularly give internal or external advice.*

How often is your advice immediately accepted? Do you face resistance to your advice? Is advising the same as influencing? Advising + Coaching = Influencing! Everyone who helps and advises others, professionally and personally, knows that the other person never simply follows advice. Often, this is not due to the content of the advice, but to the form in which it is presented. How do you make sure you get support for your advice? And that your advice is actually followed. How to make the added value of your advice clear and how to deal with resistance, so that the advice is done full justice, are starting points for this training.

During this training course, you learn how to cleverly apply techniques from coaching practice in order to advise with influence. During the coaching advice training, it is about convincing in response to the advice, and literally 'coaching' your discussion partners to follow your advice and make good agreements for the follow-up.

### PROGRAMME

- How to gain support as an advisor
- How to obtain information for tailor-made advice
- What is coaching advice and how to deal with pitfalls



## LEADERSHIP DEVELOPMENT AND COACHING SKILLS

Many professional organisations are looking to optimise "ownership", increased commitment and personal growth of employees. In addition, the world is changing rapidly and there are increasing and new demands on the functioning of organisations. With these changes, the role of the manager is also changing. In our offer, we have therefore made a choice in which the coaching role and style flexibility are starting points. During the training sessions, it is about developing personal conscious and unconscious qualities, skills, structure, pitfalls and competences.

### TRAINING COURSES

1. Servant Leader (2-day course)
2. Situational Leadership (3-day course)
3. Coaching Leadership
4. Leadership journey "Starting inside is gaining outside"
5. Facilitating while Coaching
6. Facilitation Skills
7. Correction and bad news interviews
8. End of the Year review
9. Managing Change
10. Development Interviews throughout the Year



## SERVANT LEADERSHIP

### LEADERSHIP DEVELOPMENT

#### Costs

€ 1825,- (excl. VAT). In addition, an Insights Discovery® Profile is mandatory (€200, -)

Please note! This training consists of 2 full days.

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*"This training is for anyone who wants to inspire and guide teams and team members from a leadership or team-lead role, as well as to increase your impact in groups."*

How should I act to enthuse my employees? What behaviour do I show in different situations and am I in my power? How do I deal with group dynamics? If you recognise these questions, improve your effectiveness by following the modules specifically designed to support you in your role as Servant Leader.

During this 2-day training you will experience the difference between leading and facilitating, how to inspire and what effect your style has on your team or group through interactive exercises.

Prior to module 1 you will receive an Insights Discovery® Profile and between the two modules you will receive a 1.5-hour coaching session.

#### PROGRAMME

- *Module 1: (I) inspire and enthuse from my own strengths*  
What is the effect of my behaviour on groups? How can I effectively use my qualities to enthuse my team? You gain insight into your preferred styles as a coach/facilitator and learn to use and/or adapt these effectively.
- *Module 2: (How to) coach and influence groups*  
How do I coach a group in a facilitating way? How do you use group dynamics during meetings/conferences and interactive sessions? We give you tools on how to use different methods to get your target group moving.



## SITUATIONAL LEADERSHIP

### LEADERSHIP DEVELOPMENT

#### Costs

€ 2505,- (excl. VAT). In addition, an Insights Discovery® Profile is mandatory (€200, -)

Please note! This training consists of 2 full days.

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How do I ensure that my team is and stays motivated? What behaviour should I show to get people moving? Do I get the best out of myself as a manager? This three-day Situational Leadership training starts by looking at your preferences in behaviour and communication style and provides you with insights to adapt these preferences to the situation you are facing. You can put what you learn to use immediately, making you more effective in your role as manager. By making more conscious choices in your style as leader/coach, your influence and impact on your team will improve. You will be able to motivate and inspire your team members to contribute more effectively to the desired (organisational) objectives.

#### PROGRAMME

- *Module 1: Who am I and what is my (preferred) style:*  
Where does my preference lie when it comes to behaviour and communication? Which leadership styles can you apply? This first day you will learn to assess the quality and motivation of your team, look at it from different perspectives and adapt your behaviour accordingly. Through interactive exercises, you will work with your fellow participants on influencing techniques & conversation skills. In addition, you will gain insight into applying methods for facilitating leadership and dealing with group dynamics.
- *Module 2: (Me and my team) Style flexibility as a manager*  
How do I ensure that my team takes ownership? How do I make sure I am heard in conversations, at any level? What do I need to do to get people moving effectively? This second day you will learn to recognise your leadership style and adapt it when the situation calls for it. You learn to delegate according to the (development) needs of the team and the team members and practice adapting your leadership style flexibly depending on the needs/motivation of your discussion partner and/or team members.
- *Module 3: Me and influencing others*  
How do I deal with changes in the organisation and/or team? How do I turn resistance into constructive cooperation? This third day you learn to anticipate impeding circumstances and you will practice having difficult conversations. You learn to deal with difficult reactions and get tools to better tune in and connect with different types of team members and discussion partners.



## COACHING AND LEADERSHIP

### LEADERSHIP DEVELOPMENT

#### Costs

€ 835,- (excl. VAT, including materials and lunch, if classroom training is booked).

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How can you coach teams and team members? How to get the best out of your team members and how to deal with lower motivation. Leadership and coaching skills starts with recognising development opportunities and motivation of team members and then adapting your coaching style to a team member and to a situation.

After the programme, you will be able to adapt your coaching style in a flexible way. We start with self-analysis and coaching from and with each other. You learn how to recognise and stimulate development capacity and motivation in team members. You work on your style flexibility and can choose the most effective coaching style depending on the team member or situations.

How can you coach teams and team members? How to get the best out of your team members and how to deal with lower motivation. Leadership and coaching skills starts with recognising development opportunities and motivation of team members and then adapting your coaching style to a team member and to a situation.

After the programme, you will be able to adapt your coaching style in a flexible way. We start with self-analysis and coaching from and with each other. You learn how to recognise and stimulate development capacity and motivation in team members. You work on your style flexibility and can choose the most effective coaching style depending on the team member or situations.

This module is suitable for team coaches, team leads, agile coaches, scrum masters, project managers, etc. who use "influencing" to encourage teams to grow towards better performance. Also for managers who want to increase their own style flexibility, this module can contribute to better effectiveness.

#### PROGRAMME

*The training consists of 3 parts:*

- How to use different coaching styles to influence team dynamics and results
- What development styles are there in your role as coach to guide people and teams
- How to coach a team to a higher level of performance



## LEADERSHIP JOURNEY “STARTING INSIDE, IS GAINING OUTSIDE”

LEADERSHIP DEVELOPMENT

### Costs

Costs are on request.

This is a 3-day training course at an outdoor location.

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How do I ensure that my team is and stays motivated? What behaviour should I show to get people moving? Do I get the best out of myself as a leader? The 3-day leadership journey starts by looking at your preferences in behaviour and communication style and provides you with insights to adapt these preferences to the situation you are facing. Obviously, we also address the current (changing) world and its impact on people and organisations.

The three-day programme will give you insights into the most important management models, as well as tools on how to get more out of yourself. You will go on a journey with fellow course members, with the destination being a better self-insight into your role as manager; where is your strength and what are energy givers and energy burners. By improving personal leadership, you learn to take more control over what you do and what you want, and you are better able to act from your personal strengths.

*The programme is modular and consists of:*

- 2 modules (workshops) that provide more insight and enable you to make quick analyses and possibly take decisions as a leader.
- 2 modules (training) focused on behaviour and competence development aimed at increasing your style flexibility and dealing with difficult reactions.
- 3 blocks of coaching from and with each other and 1 personal coaching session with the trainer(s)
- 1 module/workshop focused on creative problem solving in relation to managing change

### PROGRAMME

- Day 1: (me and my preferred style) - the coaching leader
- Day 2: (me and my team) - style flexibility as a manager
- Day 3: (me and influencing others) - personal effectiveness as a manager and communicating under pressure



## FACILITATING WHILE COACHING

### LEADERSHIP DEVELOPMENT

#### Costs

€ 835 (excl. VAT, including materials and lunch, if classroom training is booked).

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How do I make sure my team is and stays motivated? Being able to facilitate or transfer knowledge in an inspiring and motivating way is fun if you have enthusiastic team members/ participants in the group. What influence can you exert as a facilitator and how do you get team members/participants into a 'learning action mode'? Coming up with and carrying out exercises is fun. Imagining and visualising behind a desk works fine, but actually doing exercises with your team can be exciting or if you do it anyway..., it doesn't go the way you imagined. The temptation is then great to opt for a "classic" meeting format again anyway....

Coaching facilitation means putting team members/participants in "action mode". In other words, team members/participants become co-responsible for the process and thus the (learning) result. This interactive way is not just about coming up with different and fun ways of working. In particular, it is also about group dynamics and motivating team members/participants to literally "participate". During the 2 days, you will learn how to guide and facilitate teams/groups effectively and in a coaching manner.

#### PROGRAMME

- Your role as "facilitator"
- Your role as "influencer & challenger"



## FACILITATION SKILLS

### LEADERSHIP DEVELOPMENT

#### Costs

€ 835 (excl. VAT,  
including materials and  
lunch, if classroom  
training is booked).

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Do you enjoy training and guiding groups? Do you want to get groups moving and enthuse them? Do you know that a good atmosphere can be inspiring but that this is not always a given? During this Facilitation Skills training course, you will learn to guide, coach, motivate and enthuse groups with impact. Do you want to give training sessions, supervise workshops or use creative sessions to draw up goals and plans with a team? During this training you will learn to enthuse groups and make participants responsible for their own process. This will improve the result of a meeting.

During this training you will learn to enthusiastically and professionally guide and facilitate (self-managing) teams.

This training is intended for people who want to train, regularly deal with knowledge transfer, have a managerial position or fulfil a facilitating role/role as team coach of, for example, a self-managing team.

#### PROGRAMME

- What is facilitation and what then is your role?
- What can you do to set groups in motion so they become responsible for their own (learning) process?
- How do you guide interactive sessions and what pitfalls can you encounter?



## CORRECTION AND BAD NEWS INTERVIEWS

### LEADERSHIP DEVELOPMENT

#### Costs

€ 835 (excl. VAT, including materials and lunch, if classroom training is booked).

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*This training is aimed at (starting) managers. As a manager, you are responsible for steering a group towards achieving results. The challenges you face are diverse and require you to deal effectively with yourself, your employees and the environment.*

During the year, an employee may not perform optimally. In that case, adjustments should be made by means of a correction interview. If the problem becomes structural or a reorganisation takes place, other measures are needed and a bad-news interview may follow. These skills are discussed and practiced extensively during this training.

This training covers, among other things: initiating and preparing a correction interview, stimulating to analyse own behaviour and performance of the employee, applying feedback rules to deviant behaviour and communicating non-negotiable decisions.



## END OF THE YEAR REVIEW

### LEADERSHIP DEVELOPMENT

#### Costs

€ 835 (excl. VAT,  
including materials and  
lunch, if classroom  
training is booked).

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*The training is intended for (starting) managers.*

The 'End of year review'/ assessment interview involves the manager's assessment of the employee's performance. During the training course, we go deeper into effective performance appraisals with the aim of motivating the employee for the future. This training also pays a lot of attention to skills such as giving, asking for and receiving feedback during performance appraisals, and using this as a coach.

After the training, you will be able to translate information concerning the employee's performance into clear conversation topics, apply interview techniques, clearly present the employee's performance and give advice on development opportunities.



## MANAGING CHANGE

### LEADERSHIP DEVELOPMENT

#### Costs

€ 835 (excl. VAT,  
including materials and  
lunch, if classroom  
training is booked).

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The Managing Change training is all about positive confrontation and awareness, i.e. how do I stand in change? It is also about creating openness and trust and starting the dialogue about the change. It is also about developing insight and skills to engage in dialogue about the change. Both among managers themselves and employees, for the sake of emerging change.

The aim of this training is to facilitate change by explaining exactly what the process entails and being able to both facilitate substantive change and handle the emotions surrounding change and respond to them empathically.

This training is therefore specifically designed for managers going through a change process.

#### PROGRAMME

*This training consists of 3 parts:*

- **Skills:** The manager is able to have the change conversation with colleagues, employees and his/her supervisors. The manager can support his team (members) in the phases of the change. He has the courage to start the conversation and knows how to deal with possible difficult conversations, emotions/ difficult reactions;
- **Knowledge:** The manager has gained insight into (organisational) change; the impact and consequences of choices, the emotions involved in change (and how to react to them). The manager knows what is expected in the role of a facilitating coach during change and also knows what situational leadership style is expected and that for some this means that a different style must be applied to effectively coach the team and team members through the change;
- **Attitude:** The manager is aware of the impact and consequences of the change, has experienced this and collected (and shared as much as possible) his own feelings about this. The manager is aware that an active and transparent attitude is needed in this change.



## DEVELOPMENT INTERVIEWS THROUGHOUT THE YEAR

LEADERSHIP DEVELOPMENT

### Costs

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training is booked).

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In recent years, we have seen traditional performance and assessment interviews become more and more 'continuous dialogues'. We have developed the training course 'Development interviews throughout the year' to provide tools for engaging in 360-degree feedback, correction, progress and evaluation and assessment interviews. In this training course, you learn how to use clear goals to enter into a conversation with employees/teammates about their substantive and personal development with the aim of getting the other person moving.

The central questions during this interactive day are: how do I translate the organisational strategy into clear goals for my employees? How do I hold a corrective conversation while maintaining the relationship? How do I motivate an employee to get the best out of himself?

*The training is intended for (novice) managers.*



## TEAMDEVELOPMENT

The training courses below relate to working together more effectively in a team. This can be about becoming more effective yourself, knowing what you can and cannot do in a team and/or how a team can work together more effectively and efficiently. In these trainings, we discuss the role of optimal communication, structuring meetings, making agreements and group dynamics. An important part is giving feedback on behaviour and working together effectively and efficiently. How best to give constructive feedback and how to deal with receiving feedback are an important part of the trainings below.

### TRAINING COURSES

1. Effective cooperation and communication
2. Effective meetings
3. Giving and Receiving Feedback



## EFFECTIVE COOPERATION AND COMMUNICATION

TEAMDEVELOPMENT

### Costs

€ 835,- (excl. VAT, including materials and lunch, if classroom training is booked).

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*This training is for anyone who works in a team or department and in it sometimes gets stuck in communication, making you work together less effectively. By consultation, you can think of a meeting, sprints, daily and weekly starts and the like.*

What is my role in my team? How do I make sure I am heard/seen and that the message gets through? You will gain insight into your own style in this module, making you more aware of your role within the team. You can analyse the roles, behaviour and interests of other team members. Communication will run more smoothly because you can anticipate. Cooperation becomes more fun and communication more effective. In this training course, you learn to match your communication style and strategy to your interlocutor and the desired result. You get useful tips to recognise and respond effectively to other people's behaviour, without losing sight of the result and the relationship. By applying excellent listening skills, you will be able to identify the question behind the question and, through better cooperation, reach a mutually acceptable solution.

### PROGRAMME

- How to communicate effectively?
- How to improve team cooperation from your own strengths
- How to create impact, from your own role and interests in a group



## EFFECTIVE MEETINGS

### TEAMDEVELOPMENT

*This training is suitable for a broad target group who have a need to meet more efficiently and effectively or gain personal power during meetings.*

How vibrant is your consultation? How concrete are the agreements? Does everyone have equal input? These are a few questions that come up regularly in consultation situations. With some handy and concrete tips, every meeting can become more fun and effective.

In this training we let you experience that a good motivation and atmosphere during a meeting has a positive effect on the result. We will discuss how to create focus and structure in order to increase the result. You learn to deal with pitfalls and difficult situations. You will know how to elegantly cut short long discussions and how to positively influence group dynamics.

### PROGRAMME

- What can I contribute during a consultation/meeting?
- How can you make a consultation run better and more efficiently?
- How do you deal with tricky individual and group pitfalls?

#### Costs

€ 835,- (excl. VAT, including materials and lunch, if classroom training is booked).

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## GIVING AND RECEIVING FEEDBACK

### TEAM DEVELOPMENT

*This training is great for teams and anyone who wants to learn how to handle feedback and/or teams that want to improve their feedback culture.*

#### Costs

€ 835,- (excl. VAT, including materials and lunch, if classroom training is booked).

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Do you want to become more effective at being able to give feedback? Do you sometimes struggle to receive feedback. Do you want to stay in your power and become more communicative when it comes to feedback? Increasing the feedback culture within teams and organisations has a positive effect on individual and team performance. This training focuses on learning to look at behaviour technically, how to give and receive feedback and the role of motivation when it comes to behavioural change.

In this training, you will learn how to give feedback effectively and how best to respond when you receive feedback. You learn how to make behaviour concrete so that the other person understands what the desired behavioural change is. You can present your message in a clear and structured way and know which questions to ask to make the feedback concrete. You can parry difficult reactions and come to clear follow-up agreements.

#### PROGRAMME

- What is effective feedback and how to give feedback in a constructive way?
- How do you handle receiving and asking for feedback?
- What can your contribution be in increasing a feedback culture?



## COMMERCIAL SKILLS

Commercial training is ultimately about the effectiveness of conversations with customers with the aim of closing "deals". However, you are most effective when you build contacts from a relationship perspective, creating a basis of trust between you and your (potential) client. Our training courses focus on professional selling, building relationships and systematically steering towards a commercial result. In our commercial training courses, you get tools and learn about effective structuring, commercial strategies and commercial skills that make you personally more effective in various commercial conversations.

### TRAINING COURSES

1. Commercial Skills
2. Successful Negotiation
3. Sustainability



## COMMERCIAL SKILLS

### COMMERCIAL SKILLS

*If you have a commercial job, have a lot of contact with customers and want to become more effective, this training is great for sharpening your qualities in all commercial phases.*

#### Costs

€ 835,- (excl. VAT, including materials and lunch, if classroom training is booked).

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t: 020 – 305 2626

Do you want to get optimal results from your conversations with (potential) customers? Do you wonder how to build and expand a relationship and how to ensure that you get the favour factor? In this training you learn to structure conversations from the first contact to the conclusion of a contract. In particular, commercial skills, attuning to your conversation partner and conducting a good intake interview are central. You become more aware of your personal preferred commercial style and can effectively parry difficult reactions such as criticism and resistance. In short, you will lay a solid foundation for more effective commercial communication.

#### PROGRAMME

- What is your personal commercial strength and where does your preference lie?
- How do you increase your personal commercial impact?
- Closing a deal



## SUCCESSFUL NEGOTIATION

### COMMERCIAL SKILLS

#### Costs

€ 835,- (excl. VAT, including materials and lunch, if classroom training is booked).

#### Contact

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1077 VR Amsterdam

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*This training is for anyone who regularly conducts negotiations with internal and/or external parties.*

Do you want to achieve an optimal result as a negotiator and also keep the relationship good? Would you like to know more about how to prepare a negotiation strategically, how to determine a negotiation result or which concession strategy is best in which situation?

With this training you will learn to prepare negotiations thoroughly, anticipate different twists and turns and conclude negotiations successfully. We pay attention to your personal negotiation style and in which situations it is better to (temporarily) adapt your style. You learn to negotiate successfully and to firmly establish your position without losing flexibility.

#### PROGRAMME

- What is your personal negotiation style and how do you assess the other person's style?
- Which negotiation phases are there and what is important for each phase?
- How do you deal with difficult, perhaps hopeless situations; how do you get an opening again?



## SUSTAINABILITY

### COMMERCIAL SKILLS

#### Costs

€ 835,- (excl. VAT, including materials and lunch, if classroom training is booked).

#### Contact

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"A conversation about sustainability is about daring, doing and experiencing that it can be fun and inspiring."

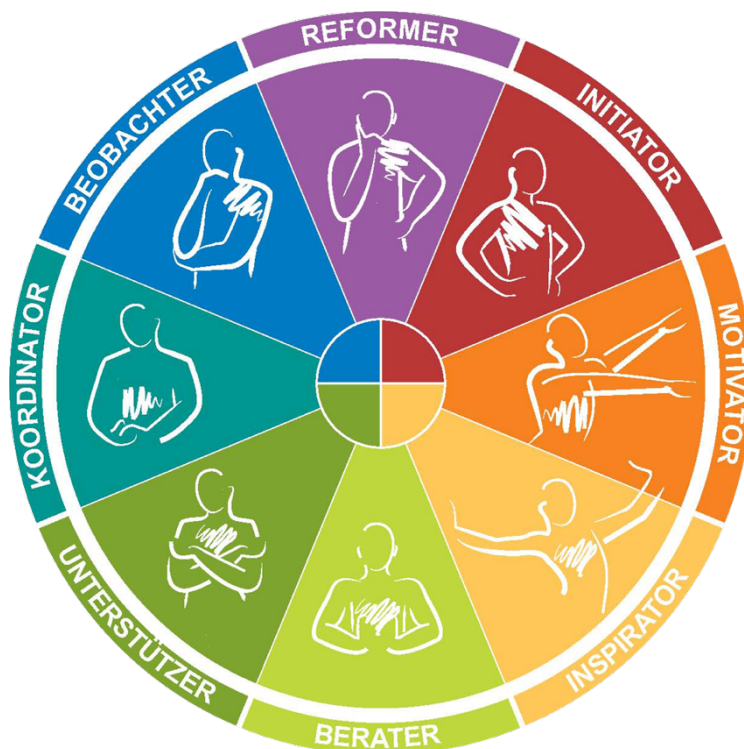
These days, it is impossible to imagine our current society without a conversation about sustainability. Whether you have (internal/external) clients who are working on this or ask you for advice on how to deal with it, sustainability is increasingly on the agenda.

Talking about sustainability can be tricky. You yourself may or may not have knowledge about it and/or a discussion partner who has an opinion on it. In addition, you may be expected to be able to talk to people who know a lot about it or, conversely, little. In short, talking about sustainability can be challenging.

Can you normally have convincing and decisive conversations with (internal/external) customers and do you become insecure when the subject is about sustainability? This training is designed to help you have conversations about sustainability. After the training, you will be able to have a conversation about sustainability comfortably and in tune with the client.

#### PROGRAMME

- Structuring conversations about sustainability
- Apply commercial/communication skills to get opinions and facts about sustainability.
- Talking about sustainability in an inspiring way and handling awkward reactions.



## Insights Discovery<sup>®</sup>

The trainings below relate to developing personal qualities and personal effectiveness in your current and future role. The training sessions will contribute to the types of conversations and situations you encounter as a person in your daily practice. During the training sessions, you will receive personal feedback on skills, structure, pitfalls and competence development.

### WHAT IS IT?

A psychometric instrument based on the psychology of Carl Jung. Insights Discovery is designed to help people understand themselves, understand others and make the most of the relationships that engage them in the workplace.

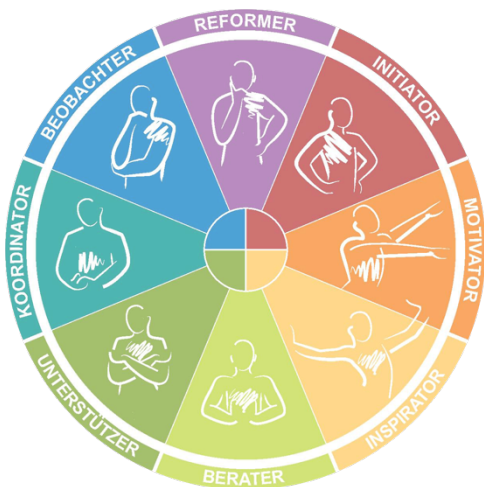
The Insights Discovery methodology uses a simple and memorable four-colour model to help people understand their style, their strengths and the value they bring to the team.

These are called the colour energies, and it is the unique mix of fiery red, sunny yellow, earth green and cool blue that determines how and why people behave the way they do.

Colour preferences are measured by an easy-to-fill online evaluator. This is converted into a personal profile that is completely about you and that identifies your strengths and possible areas of development.

### TRAINING COURSES

1. Insights Discovery Personal
2. Insights Discovery Teams



## INSIGHTS DISCOVERY® PERSONAL

INSIGHTS DISCOVERY

### Costs

€835 (excl. VAT). A personal Insights Discovery® profile worth. €200, - is included in the price.

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"This training is for anyone who wants to understand the impact of their personal style, maintain effective relationships with colleagues and strive for better communication and less conflict."

You will receive a unique and in-depth Personal Profile, which forms the core of a wide range of learning experiences. Using the profiles as a springboard, we work with people, teams and leaders to address the challenges that stand between them and peak performance, such as effective communication, management styles, team development, sales performance and finding an environment that inspires them to do their best work.

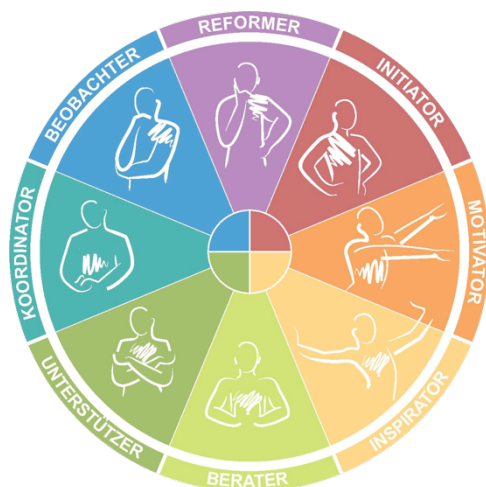
### WHAT DOES IT DELIVER?

Self-awareness is key to any individual's success. A better understanding of self and others means that relationships at work can become vehicles for, and not barriers to, business success.

Discover your own unique potential. Recognise the potential of others. And ultimately unlock the potential of yourself, your team and your organisation.

### PROGRAMME

This is an individual 2.5-hour workshop, where your personal profile will be discussed and you will get tips and tricks to gain a better understanding of your own capabilities.



## INSIGHTS DISCOVERY® TEAMS

INSIGHTS DISCOVERY

*Discover your own unique potential. Recognise the potential of others. And ultimately unlock the potential of yourself, your team and your organisation.*

### Costs

€1250 (excl. VAT). A personal Insights Discovery® profile worth €200, - is required per person.

Please note! This training is only available on location.

### Contact

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Everyone receives a unique and in-depth Personal Profile, which forms the core of a wide variety of learning experiences. Using the profiles as a springboard, we work with people, teams and leaders to address the challenges that stand between them and peak performance, such as effective communication, management styles, team development, sales performance and finding an environment that inspires them to do their best work.

### WHAT DOES IT DELIVER?

When you work with your team using Insights, the team learns to tackle problems in a positive, practical and inspiring way that improves the atmosphere and morale within the team. Using clear, practical action plans, you/the team can continuously monitor the progress the team makes towards individual and collective goals.

During this training, the qualities and challenges of your team are identified and space is created for an open and honest dialogue. As everyone better understands their personal style, and that of their colleague, this results in better communication within the team and less conflict.

### PROGRAMME

This is a half-day classroom workshop, in which the personal profiles within the team are set out in a very interactive and creative way to better understand your own capacities and those of your colleagues.

For more information, check our website ([www.mkleads.nl](http://www.mkleads.nl)), send us an e-mail [info@mkleads.nl](mailto:info@mkleads.nl) or call 020-3052626

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