



WEBINAR ON STORM LEADERSHIP AND REMOTE COACHING

FSACCI Webinar

19th March 2020

« Storm Time is Team Time »

FACILITATED BY



Mentally Fit Institute South Africa

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FOR



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STORM AND REMOTE LEADERSHIP

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STORM LEADERSHIP?

STORM TIME = TEAM TIME
CREATE TEAMSHIP → GLUE

ADVICES FOR THE STORM LEADER

1. STAY CALM: YOU TRANSIT YOUR EQ
POSITIVE FEELINGS

2. SHOW EMPATHY: START WITH ASK EQ
HOW DO YOU FEEL?

3. FLEX YOUR TIME:

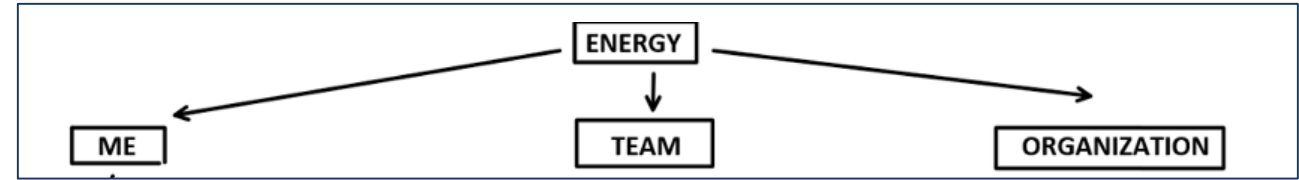
LESS FIXED AGENDA
BE AVAILABLE → PROFF
→ PRIVATE

4. HAVE AN OPEN MIND

UNEXPECTED SITUATION
UNEXPECTED IDEAS/SOLUTIONS

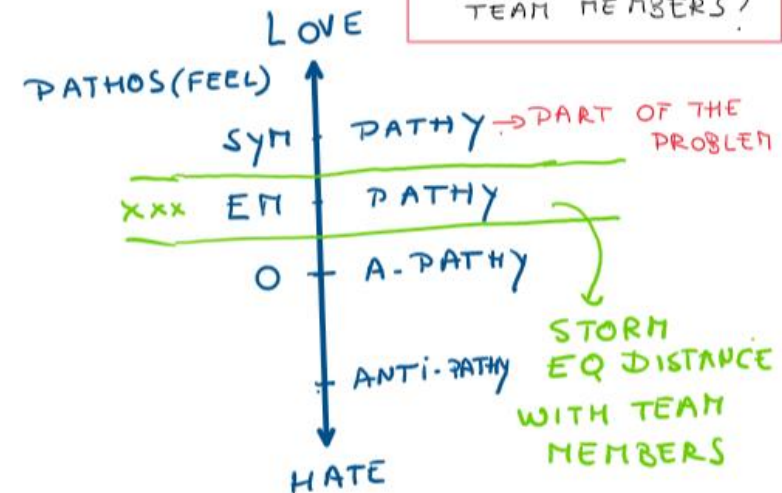
5. COMMUNICATE

TRANSPARENT & SAME TO ALL LEVELS
RE-ACTIVE & PRO-ACTIVE (SEPARATELY)

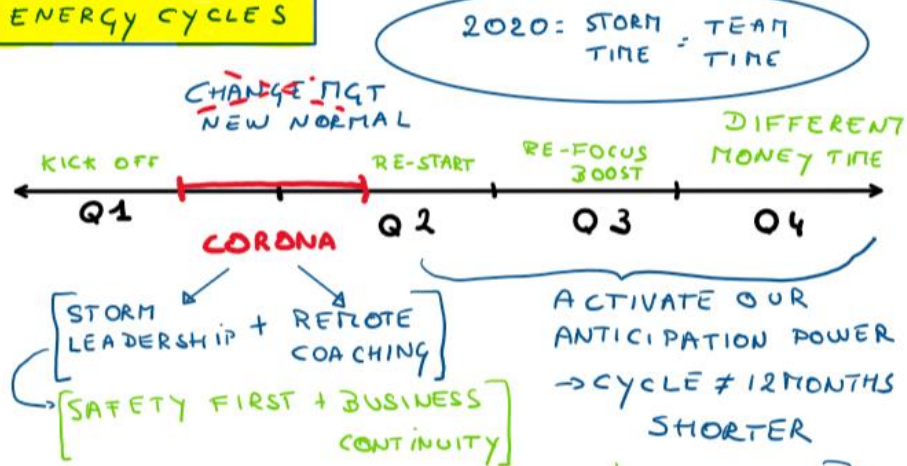


EQ SCALE

EVALUATE YOUR
CONNECTION TO YOUR
TEAM MEMBERS?



ENERGY CYCLES



[CUT THE ELEPHANT = CYCLES]

[OPPORTUNITY TO KEEP ENERGY
DON'T GO BACK TO BUSINESS AS USUAL]

[LEADERSHIP: CREATE / TRANSMIT ENERGY]

[EQ IS KEY]

REMOTE COACHING

→ OUT OF SIGHT
≠
OUT OF MIND

THE ULTIMATE
LEADERSHIP TEST!

- LEADERSHIP IS WHAT HAPPENS WHEN YOU ARE NOT THERE (EVALUATE YOUR IMPACT)
- REMOTE LEADERS WORK FOR THEIR EMPLOYEES (NOT PHYSICAL POWER / CONTROL)
- FIELD / TEAM POWER OVER LEADER POWER (KEEP IT AFTER THE STORM)

ADVICES FOR THE REMOTE LEADER

1. BE AVAILABLE: → BUSINESS } MANAGE
→ PRIVATE } ACCESSIBLE
2. BE VISIBLE: SHOW YOUR FACE
CAMERA / VIDEO ↔ PHONE
3. BE FAST: ACTIONS
RE-ACTIONS
4. COMMUNICATE: ASK → FEELINGS
→ IDEAS
TELL → OPINIONS
→ UPDATES
5. ENCOURAGE SHARING TOOLS
GLUING
BUSINESS TOOLS → SOCIAL TOOLS
MS TEAMS / DROP BOX → WHATSAPP / WE CHAT





Chat of the session

11:18:25 From Axelle Roubens to All panelists : Is it only leadership or also level of auto-motivation and responsibility of each one. Are the tools the same for everyone ?

11:20:25 From Le Booster by FSACCI to Axelle Roubens and all panelists : Thanks for your questions Axelle, will get to it now.

11:24:04 From sureshnaidoo to All panelists : Great quote by Simon Sinek..."Now more than ever, we need an infinite mindset. The finite mindset of opportunism, selfishness and panic will hurt all of us in the long run.
Let us embrace generosity and a calm caution as we navigate this together."

11:31:45 From Marie Sipos to All panelists : No questions from me :)

11:31:50 From Marie Sipos to All panelists : This was GREAT

11:32:41 From Le Booster by FSACCI to Axelle Roubens and all panelists : Axelle, you hand is up. Any Questions?

11:33:07 From Axelle Roubens to All panelists : No sorry. I forgot to withdraw it last time.

11:33:20 From Le Booster by FSACCI to Axelle Roubens and all panelists : No problem!

11:33:25 From sureshnaidoo to All panelists : Great session and sound advice/guidance :-)

11:34:30 From Axelle Roubens to All panelists : Thank you! Very inspiring!

11:34:56 From Marinus : Major Take Away:

11:35:00 From Marie Sipos to All panelists : The 5 last advices for leaders :)

11:35:19 From Annemieke van der Valk to All panelists : The difference between empathy and sympathy! WOW. Its not about being liked.

11:35:20 From Meilhoc : hope to keep the business running

11:35:31 From Le Booster by FSACCI : Advices for leaders + Flex agenda

11:35:50 From marinda casalvolone to All panelists : the energy cycles -- this made me rethink it and want to create a new one- I am a Life Coach and restructuring these cycles will definitely help with mental health

11:35:51 From sureshnaidoo to All panelists : Be available..Visio

11:35:56 From Johannes to All panelists : Thank you Luc for a great session. Got good pointers today, also for after the storm has finished. Main takeaway - Be calm, be visible, Communicate, communicate, communicate!

11:35:57 From lucillee to All panelists : Thanks Luc, to remain calm during uncertain times, people need this and especially business.

11:36:08 From helenemarie to All panelists : Calm and open mind. Thank you

11:36:20 From D Hunt 2020 to All panelists : Agility innovation team working together

11:36:20 From Axelle Roubens to All panelists : Empowerment and open-mind with creativity in those difficult time. Communication and visibility is key.

11:37:04 From Marinus : Would be that a leader should be flexible and available for his employees and find ways to stay connected.

11:37:45 From sureshnaidoo to All panelists : Thank you

11:37:47 From Marinus : Thank you for your insights Luc

11:37:50 From Marie Sipos to All panelists : Thand you so much!!!!!!

11:37:59 From Marie Sipos to All panelists : Thanks Luc !|

BIO OF THE COACH



Luc Van Der Hofstadt

Executive Business Coach and International Keynote Speaker
Country Director Mentally Fit Institute

Luc Van der Hofstadt holds a Masters in Law from the University of Antwerp (Belgium), is a Certified Coach from the Institute of Neurocognitivism and is a Belbin Team Role Accredited Trainer. He teaches at various international Business Schools such as Insead Paris.

He regularly directs team and individual coaching sessions for Executive Committees, Managers and Individuals for corporate and institutional clients in various countries around the world.

As an international facilitator and motivational speaker, Luc coaches and inspires on team dynamics, advises individuals, leaders and managers how to manage their own energy, their team members' energy and their organizational energy in our diverse world.

He also manages Mentally Fit South Africa which he founded.

Publication

Co-author of the book "Profession: Management Assistant" Secretary Plus 2007



ACHIEVEMENTS

- Masters of Law – Universitaire Instelling Antwerpen – Belgium
- Human Resource Management – The Business School @Varsity College (IIE) – 2015
- Business Management – The Business School @Varsity College (IIE) – 2016
- BCom Degree in Strategic Management – The Business School @Varsity College (IIE) –2017
- Certified INC Coach (Institute of NeuroCognitivism) – Brussels - 2008
- Belbin Team Role Accredited Trainer – Paris –July 2013
- Faculty at Insead Management School – Fontainebleau – Paris (since 2010)
- Faculty at Cedep (European Centre for Executive Development) – Fontainebleau – Paris (since 2010)
- Faculty at Solvay Brussels School – Executive Master in Management
- Faculty at Icheec-Entreprises University
- Faculty at Vlerick Management School Leuven Gent – MBA program
- Faculty at Executive Master in Real Estate - Université St Louis
- Masterclass facilitator @University of Stellenbosch Business School Alumni Association
- Coach at the Mental Coaching School (Mentally Fit Institute)
- Team Coaching Certificate Trainer (Icheec-Entreprises)
- Introduction course to “Non violent communication” of Marshal Rosenberg
- Speaker at the ASTD, KR, HRworks conferences, Johannesburg, Cape Town, Durban
- Best speaker award @HR Disrupt 2017
- Speaker for the Springbok Sevens Rugby Team (South Africa)
- Mental coach of the Ikey Tigers_(University Cape Town’s Rugby Team) 2017/18/19
- Mental coach of the Villagers FC Rugby Club (Cape Town) 2017/18
- Mental coach of Durbanville/Bellville Rugby Club (Cape Town) 2017
- Mental coach of the South African Women’s National Hockey Team (SAW) 2017
- Mental coach of several Belgian Premier League field hockey teams (2008 – 2015)



MENTALLY FIT INSTITUTE

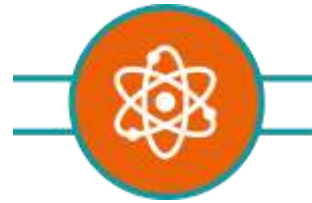
THE ENERGIZER FOR HUMAN PERFORMANCE
FOR INDIVIDUALS, TEAMS & ORGANIZATIONS.



SPORTS INSPIRATION

Our coaches & trainers will challenge and motivate your people for:

- ✓ Better self- and people management
- ✓ Improving personal energy
- ✓ Team efficiency
- ✓ Organizational mindset and culture



SCIENCE VALIDATION

- ✓ 20 years of experience, from Olympic teams and employees to top managers
- ✓ Hard science behind elite sports coaching → translations to your corporate environment.
- ✓ Measure and cut out energy leaks
- ✓ Create a durable winning mindset
- ✓ Scientifically-tested tools



BUSINESS APPLICATION

- Unique and pragmatic methodology, internationally renowned
- Power to change
- Clear insights, plug-and-play models & action-oriented steps
- Measure progress in all dimensions of human performance



3 LEVELS

WE ENERGIZE HUMAN PERFORMANCE ON



Exploring the mechanism of human energy and our physical, mental, emotional and spiritual batteries, we enable you to work better on building your **personal energy deposits**.

By optimizing the **interaction between our batteries**, you better recover your personal energy and recharge your batteries.

Managing pressure and stress, you become able to transform pressure into a **stimulus for growth**, getting the optimal balance between exposure and recovery.



The ideal mix of **collective power and individual commitment**. Our team coaching sessions are always very **interactive**, fostering direct and open feedback to optimize sharing, trust and collective intelligence.

Our team tools are very **simple, pragmatic and directly applicable**, reducing the energy leaks and exploiting the power of the group to minimize the impact of individual weaknesses.

Building high performing teams, we detect, develop and **monitor** the key ingredients of team efficiency,



Company Culture is influenced by the behaviors of the leaders, heavily impacting on the behavior of the employees.

By changing the Leadership style, you **change the culture of the company**.

Bridging individuals, teams and departments across borders stimulates a **Collaborative Culture**.

It is the first step to enter in the Performance Culture and later on in the **Winning Culture**.

Our coaches are experts in installing an effective **cultural transformation** stimulated by a real leadership evolution.



4 FORMATS OF ENERGIZING SESSIONS



KEYNOTE SPEAKING

A Keynote speaking is a mini-training: it opens the minds, creates a common language and gives a collective impulse to your organization.

- Different subject contents to choose among Mentally Fit's main topics.
- Interactive and creative animation.
- Maximum impact in a minimum amount of time.



TEAM COACHING

Revealing the methodology to develop High Performing Teams, through proven field practices, applied by top sports coaches. Our approach on team coaching is inspired from sports and - for this reason - very simple, pragmatic, concrete and oriented towards tangible results.

- Creation of a customized team coaching itinerary.
- Regular follow-up on team's actions.
- Monitoring progress and debriefing



4 FORMATS OF ENERGIZING SESSIONS



INDIVIDUAL COACHING

- Promoted to a new position, personal development and career orientation?
- Multi-cultural integration (expatriates), new team or company incorporation?
- How to manage your personal energy, not just your time?



TRAINING (Workshops)

Training on the Mentally Fit tools, bringing your teams towards top performance?

- The Leader Shift: Leadership/Coaching training
 - Energizing the organization: fostering winning mindsets in a Collaborative Culture
- Energizing teams: the 9 key ingredients of Team Dynamics and Team Performance.
- Energizing individuals: the interaction of the 3 energy batteries (IQ, EQ, PhQ) to capitalize on your full potential
- Energizing champions: Detection-Development-Retention of talent (High Potentials & High Performers)



Think Big,

Start Small,

Adapt Fast.



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