

SIX MONTH LEADERSHIP UPGRADE

Helping Executives Create Better
Results through People





Is This Program For You?

Do you have that nagging feeling that business results could be better (much better, even) “if only...?” The trouble is you’re not sure how.

Have you caught yourself wondering...

- how could people be more engaged in what they do every day?
- how can we attract top talent and retain the best performers in our industry?
- how can we deliver even better results with our existing team and budget?

You have come a long way and your company is doing well, or well enough for now. Something has to change though and it’s all too tempting to point to processes or figures as the reason you are not doing as well as you could.

Your problem is not strategy.

Your problem is not the economy.

Your problem is people.

“I have calculated that the costs of one of my directors not performing is 100,000 USD per year”

Michelle LeQuellec, CEO, Wall Street Institute

If you want better overall business performance, then you need leaders who can create an environment that enables people to excel. Results are achieved through people – people who are aligned and inspired to give their best. And it’s your leaders who can create the biggest impact on the results you are getting.

Do Your Leaders Inspire People To Give Their Very Best Every Day?

No matter how good or experienced your leaders are, there is always room for improvement. I help multinational corporations like yours improve business performance by helping your leaders get better results through people.

Imagine If Your Leaders...

- create an environment where employees give their very best every day
- attract and inspire great people, retaining the very best performers
- create better results with the same resources

Your business will succeed when leaders with the right impact inspire employees to go the extra mile.

What would that be worth to you and your company?

Six Month Leadership Upgrade – Seven Steps to Better Results

This **executive leadership development program** is based on my experience in senior corporate roles in Europe and in Asia, and over a thousand hours of executive coaching. It combines assessments, tools and individual coaching sessions based on neuroscience to suit each of your leaders' specific needs.

Your leaders will follow seven interconnected steps, gaining new insights into their own strengths and development areas. They will understand how key stakeholders perceive them and specifically what is expected of them. Your leaders will develop new leadership skills, gain clarity and focus, and will be enabled to take their and their team's performance to the next level.

1.

DIRECTION: Exploring the Current and Future Situation in the Economic Context

Identify the scope of the program – how to get from where you are now to where you need to be specifically in the future, and what your leaders need to do to get you there.

2.

DISCOVERY: Using Proven Tools and Assessments to Help Your Leaders Gain New Insights

Discover your leaders' strengths, weaknesses and development areas. How do key stakeholders perceive them, and what do they need to change to increase their impact?

3.

FINE-TUNE: Refine and Specify Goals For Each Leader

Based on their assessment results and direction, each leader gets personalised goals to upgrade their leadership aligned with your corporate mission, vision and values.

4.

EXPLORE & PLAN: Plotting a Course that Delivers Sustainable Results

Many ways lead to Rome... Based on their specific goals, create a step-by-step plan for each leader that suits their individual personality. We will focus on one key area at a time for maximum impact.

5.

EXECUTION: Delivering on Promises and Creating the Right Impact

Ideas are cheap. Executing the plan is the hardest part, especially in the hectic lives of busy executives. I am there to support your leaders and help them remove obstacles that might derail their progress.

6.

MISSION CONTROL: Ensuring Your Leaders Stay on Track and Complete the Course

What gets measured gets managed. Monitoring and providing feedback on your leaders' progress, so we can adjust quickly to ensure sustainable success.

7.

CELEBRATE SUCCESS: Review the Program Outcomes

At the end of the program, we review your achievements. We celebrate success and identify what we could have done differently. Then we define your next steps.

How is this program different?

How is the Six Month Leadership Upgrade Different From Other Leadership Development Programs?

The program has the following unique features:



Unlimited Support

The value for you is in the results we achieve, not in the hours we spend coaching. And your leaders get all the support that they need. Whilst coaching sessions can be scheduled, some problems just can't wait: your executives can **call** me any time, they can send me as many **emails** as they like, and we can have **up to one 1:1 coaching session per week**.



Open Duration Sessions

Your executives never have to clock watch during coaching sessions. There is no optimum duration for a coaching session. I had clients who achieved breakthroughs in 30 minutes, and other sessions that took more than 2 hours. Whilst we will be focused and efficient, **a session will not end before it is complete for your executive**.



Professional Assessments

Your leaders will get invaluable insight into their strengths and how they are perceived. They will benefit from selective use of proven tools and assessments, which are **included at no additional costs**, e.g.:

- Hogan Leadership Forecast Series
- 360 Degree Feedback (e.g. Korn Ferry, Hogan, and others)
- Myers-Briggs Type Indicator® (MBTI®)
- Personalized Stake-Holder Interviews
- Leadership Dashboard and other tools from the Coach Master Toolkit

About me



I am Gerrit Pelzer, founder and Managing Director of Vivo Consulting Co., Ltd.

I believe that people are the key to success in any business and in any industry. Many leaders though are too focussed on the bottom line result, forgetting that results are always generated by and through people. I am passionate about helping senior leaders in multi-national corporations get better results through people.

With twelve years experience in senior corporate roles in Europe and Asia, combined with a formal coaching education and more than a thousand hours coaching executives, I am able to relate to your leaders' problems, speak their language, and provide practical steps to help them improve performance.

I have been living in Asia for over fifteen years, and I have worked with clients from over thirty nations, specialising in leadership development for executives in multinational corporations. Thus, I have a unique perspective to bring to your leaders as we upgrade their leadership skills so that they deliver better results with their existing resources.

My Credentials and Qualifications:

- Adjunct Professor for Leadership
- Doctoral Degree in Natural Science and Master's Degree in Chemistry
- Professional Certified Coach (International Coach Federation)
- Certified Professional Coach (International Coach Academy)
- Certified in Hogan Assessments
- Accredited Myers-Briggs Type Indicator® (MBTI®) Administrator
- Certified in various 360 Degree Feedbacks (e.g. KF 360, Hogan, Tilt)



Selected Clients





...and what clients say



“Dr. Gerrit Pelzer coached me during the most challenging time of my career.

The combination of his coaching skills, methodology, experience and personality made all the difference. I’ve managed to achieve something greater today and I am very grateful to him. I would highly recommend Dr. Gerrit. He’s the best there is.”

— **Country Manager**

“I recommend Gerrit for leaders who need to refocus, deliver quick successes and appreciate an alternative perspective.

New insights and tips from Gerrit helped me increase my company’s understanding and interest in my region, leading to a new strategic approach to business development in this region. The coaching has led to long-term benefits of increased confidence and enjoyment in the workplace.”

— **South Asia CFO**



“I am surprised how apparently small changes in personal leadership style resulted in a huge return on investment!

Gerrit’s executive coaching helped me communicate more effectively, convince others, and bridge cultural gaps. Coaching boosted my self-confidence, and others notice that nowadays I am more relaxed and control my emotions better.

Gerrit is an outstanding coach because he feels responsible for his clients’ success. I also value that Gerrit had worked in a corporate environment before; I felt he had been in my shoes and really understood where I was coming from.”

— **Director, Thailand**

What's Next?

Please contact me now via

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to explore more about how we can help your leaders create better results through people. I look forward to speaking with you soon!

Executive Coaching & Leadership Development



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