

## Essential Leadership

*In today's economy, organizations are forced to continuously change and reinvent themselves. Now, more than ever, leaders and teams need to be at the top of their game.*

*Essential leadership inspires leaders to reignite their passion and to take Bold, Powerful steps to utilize their full potential.*

*These leaders inspire leadership in others and create High Performance teams that revitalize their business.*



*"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."  
Martin Luther King*

## High Impact Leadership

- Inspires others to be more and become more
- Brings out the best in people
- Ignites the leadership in others
- Encourages others to break through limitations
- Utilizes the talents and passion of people to make things happen
- Helps the team make a remarkable difference for clients

*To be an inspiring leader, you continuously improve and reinvent yourself.*



*If your actions inspire others to dream more, learn more, do more and become more, you are a leader.*  
John Quincy Adams

## Entrepreneurial Leadership

*Focus on making a remarkable difference*

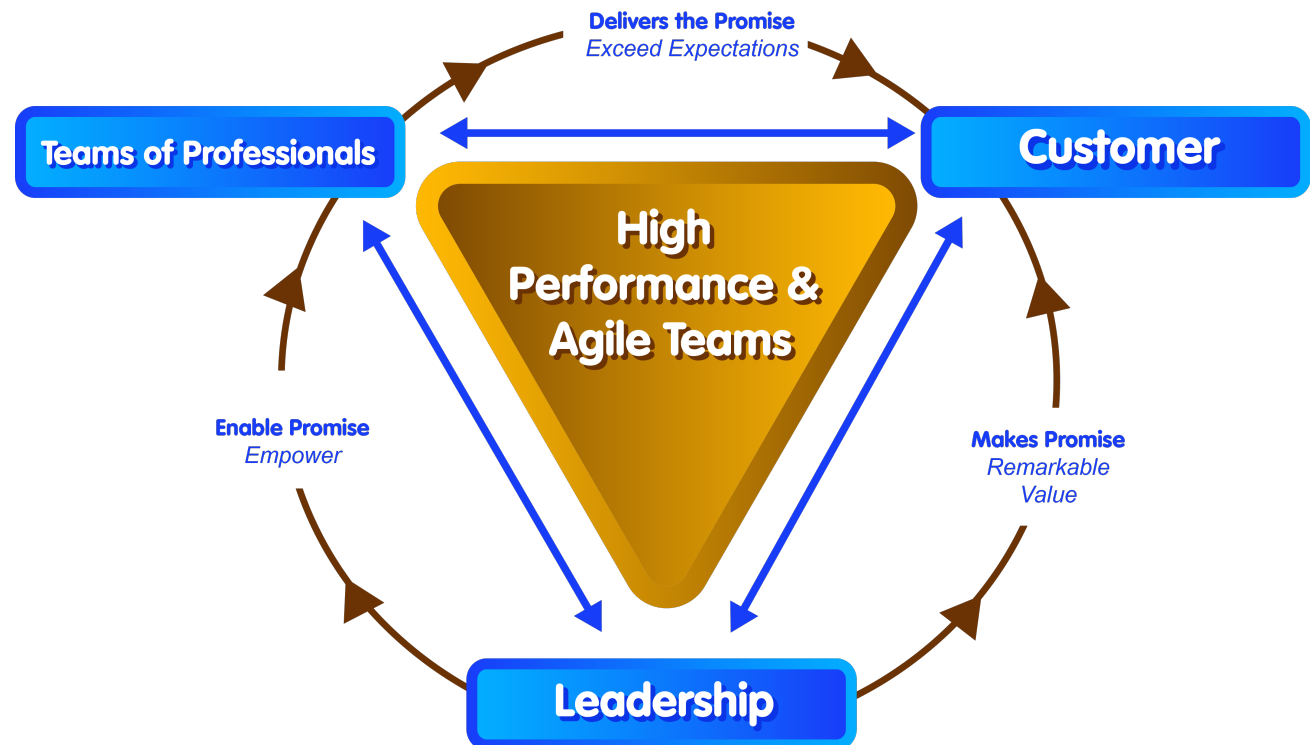
In these turbulent times, with rapid and complex changes, being good is not good enough.

As a Leader you are constantly challenged to set the pace.

Only through entrepreneurship, creativity and energy, you can make a remarkable difference.

Empowering your team to deliver remarkable value, and consistently exceeding expectations of customers is crucial to the success of every business.

## Golden Triangle of Entrepreneurial Leadership



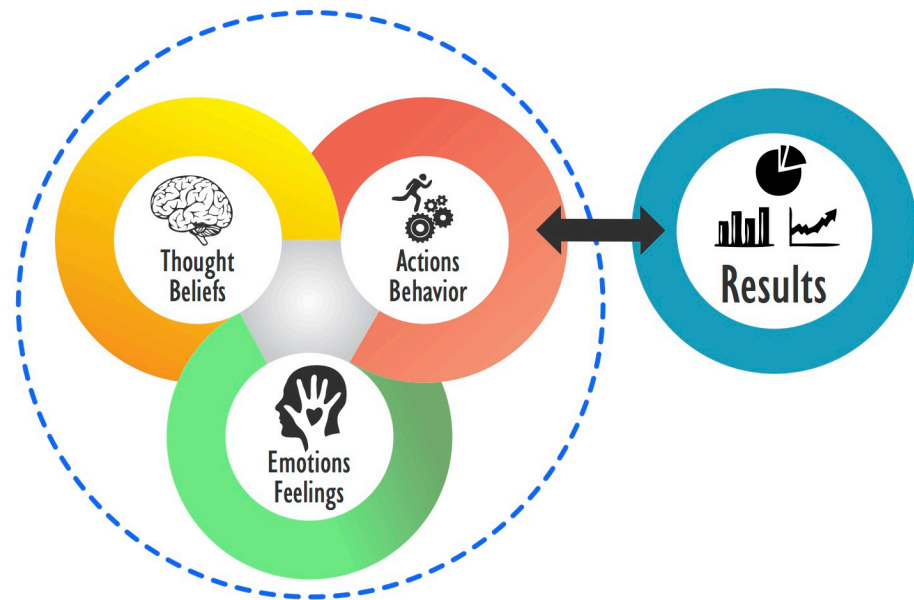
## High Impact Leadership

Boost your impact and influence as a leader. Strengthen your leadership mindset. Break through limits, boost creativity.

- Uncover your unique strengths and learning points.  
Optional: online feedback from team.
- Combine your unique talents and passion to make a difference. For your team and customers.
- Discover and break through limiting mindset.
- Strengthen your focus and self-confidence to accelerate and take groundbreaking actions.
- Leadership development growth plan, buddy systems and Mastermind groups.

## Your Psychological Blueprint

*Your Beliefs system & Feelings Create Actions & Results*



## Making business personal

We use Profile Dynamics® to accurately define what drives people.

The inner drives impact the way people think, interact, behave and work. Which results in unique styles of thinking, behavioural dynamics and communication.

We link this personal insight with the most challenging goals of your personal (leadership) development, your team or business.

Profile Dynamics®

- Uncovers your inner strengths and talents, and that of your team.
- Helps you work continually on a sustainable performance improvement

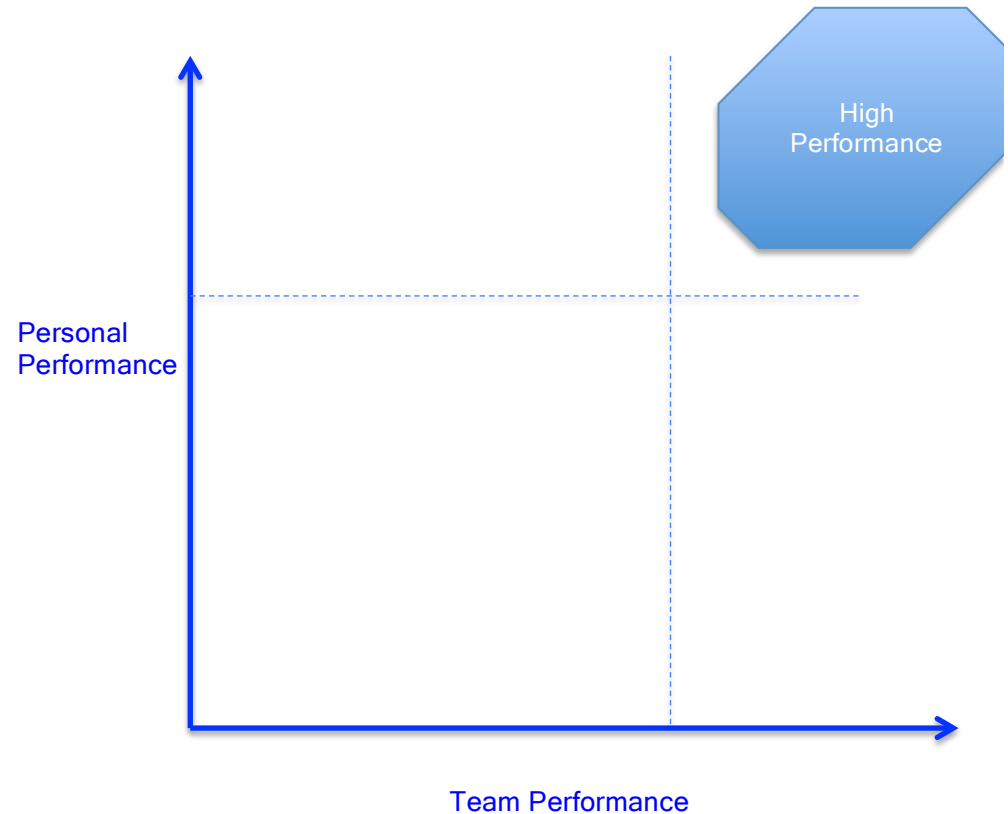


## Workshops

We deliver high impact, interactive and active workshops. We combine distinctive self-awareness and personal strengths (Profile Dynamics®) with action orientation to achieve personal and team excellence.

We will make a tailor-made workshop based on the following ingredients.

1. Workshop. Build the foundation of Focus & Trust
2. Workshop. Profile Dynamics® Part 1 Personal
3. Workshop Profile Dynamics® Part 2 Teams
4. Workshop. High Impact Leadership
5. Workshop. Vision into action
6. Workshop. High Performance Team



### Workshop Build the foundation of Focus & Trust

Strengthening the foundation for high performance, entrepreneurial behavior and growth.

- Define ground rules for openness and open, supportive and constructive feedback.
- Creating focus and engagement on common vision and goals.
- Defining how everyone makes a difference by combining their unique talents, strengths and passion



## Workshop Profile Dynamics® Part 1

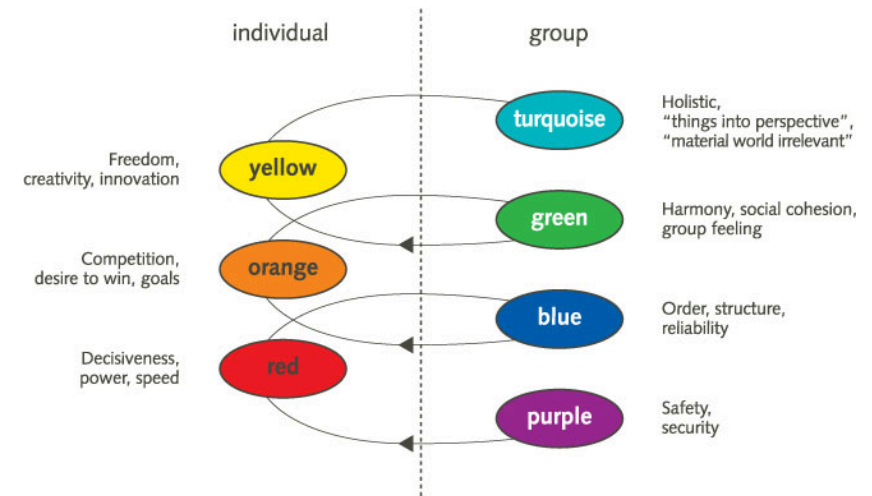
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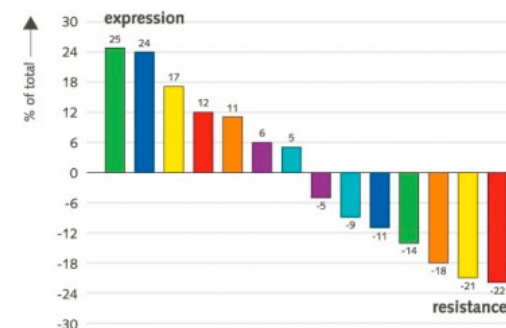
We link this personal insight with the most challenging goals of your personal (leadership) development, your team or business.

- Uncover your inner strengths and talents, and that of your team.
- Work continually on a sustainable performance improvement.

## The 7 drives and their strengths



## Individual Profile



### Strengths

- Building relationships and People manager (Green)
- Creates structure, order an reliability

### Resistance

- Too much action and power play
- Creativity without action

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## Workshop Profile Dynamics Part 2

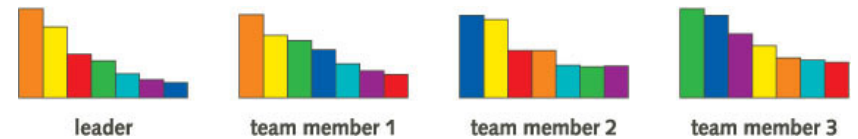
Match and mismatch between team members and within departments. Based on the individual profiles.

The personal and team profiles enables a functional discussion and helps match personal strengths with team and company requirements.

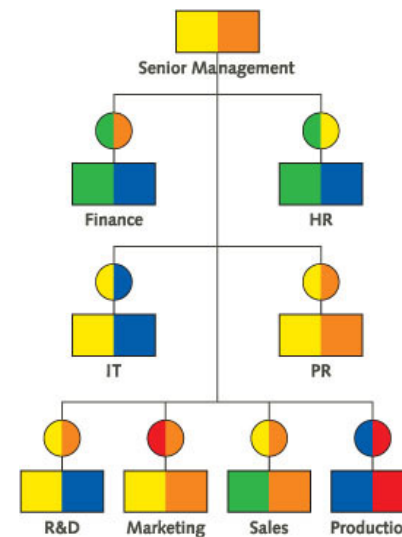
By providing insight in the personal profiles and discussing this in a non-judgmental way, team members get a deeper understanding in what drives a team member in his behavior.

This creates a common ground for open and constructive feedback.

### Example Team Profile



All members of the team have some driving factors in common with the team leader, except team member 3. This more social (green) and orderly (blue) team member doesn't fit well in the group and only gets on with team member 2 (the "order" driving factor = blue). The blue can be the driving factor for group effectiveness, but which the group as whole can strongly resist.



### Example Organization Profile

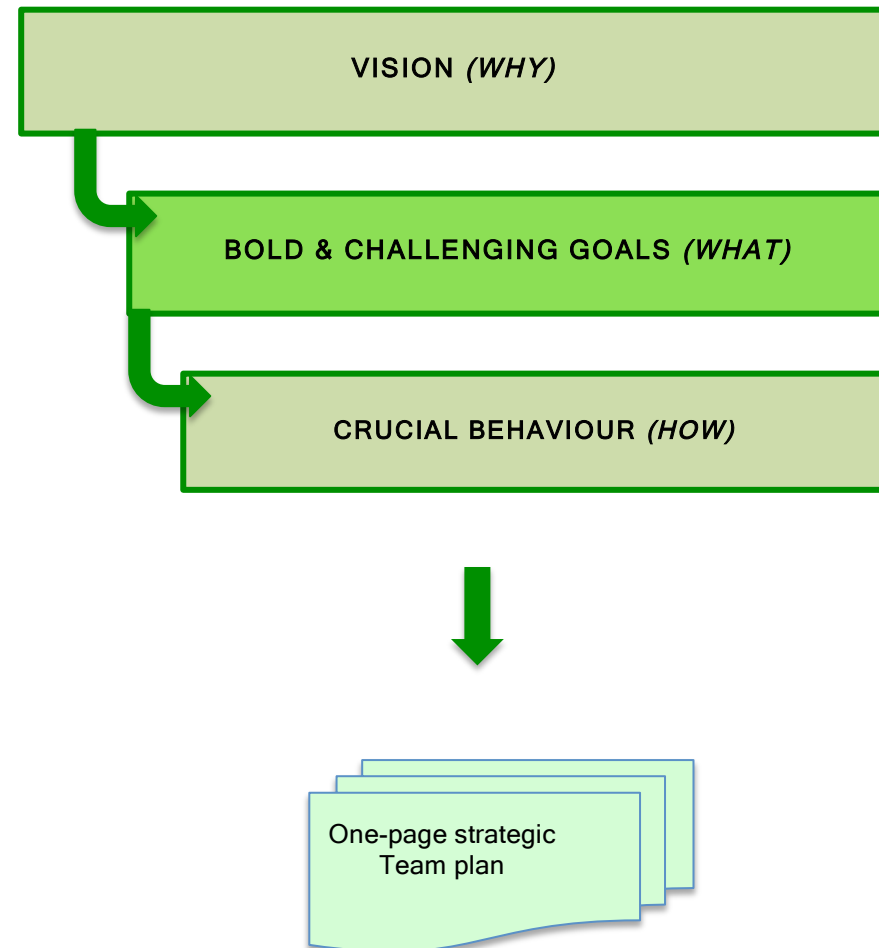
- Match between the profiles of the departments and the type of work they do.
- Most leaders match good with both Senior Management and with their personnel.
- Less match between the Production department, which could lead to problems between Senior Management and the head of the department.

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## Workshop. Vision into action

Translate your vision into bold goals and short-term actions. Boost engagement and accountability.

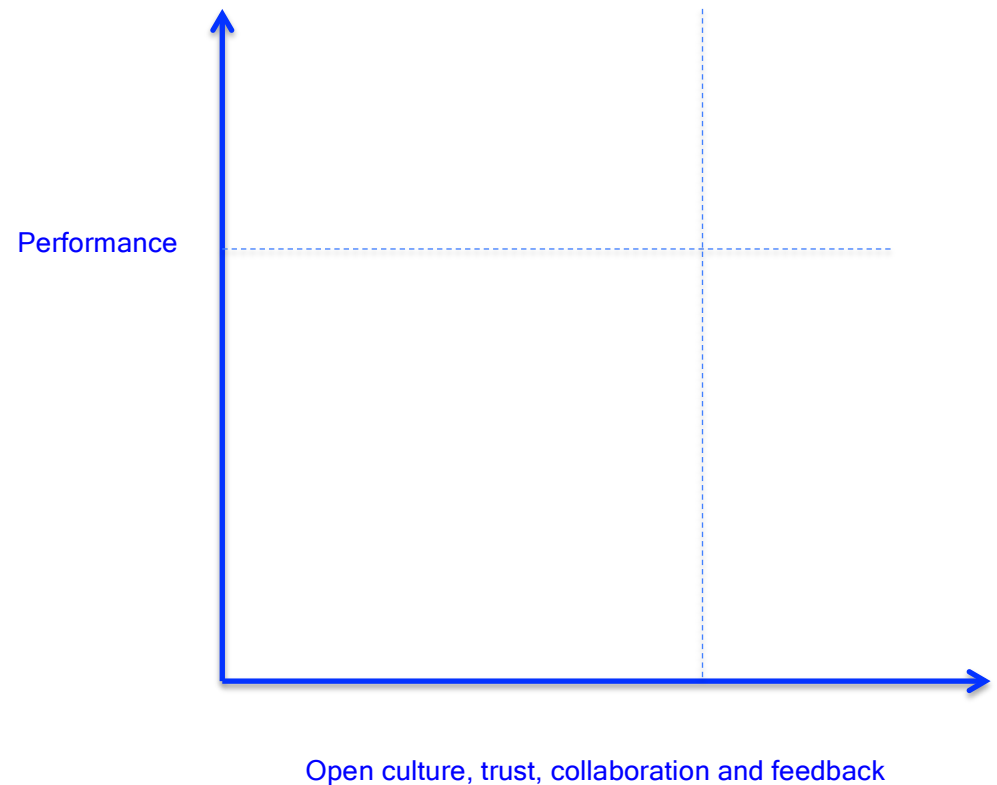
- Define the Key performance Indicators (KPI's) for results, process optimization and people management with your team.
- Define which behavior is crucial for success and attaining goals.
- Engage your team fully to make the right things happen.
- Create a one-page strategic team plan. With Goals, Strategies, Actions and KPI's.



## Workshop. High Performance Team

Uncover the individual and team strengths. Boost the self-organizational potential of teams.

- Evaluate the performance and open culture of the team.
- Strengthen the collaborative focus on sustainable performance improvement.
- Uncover and link the individual's strengths, talents and passion to other team members.
- Leverage a team to create a whole that is greater than the sum of all individual strengths.
- Engage the whole team to take accountability for measurable goals.



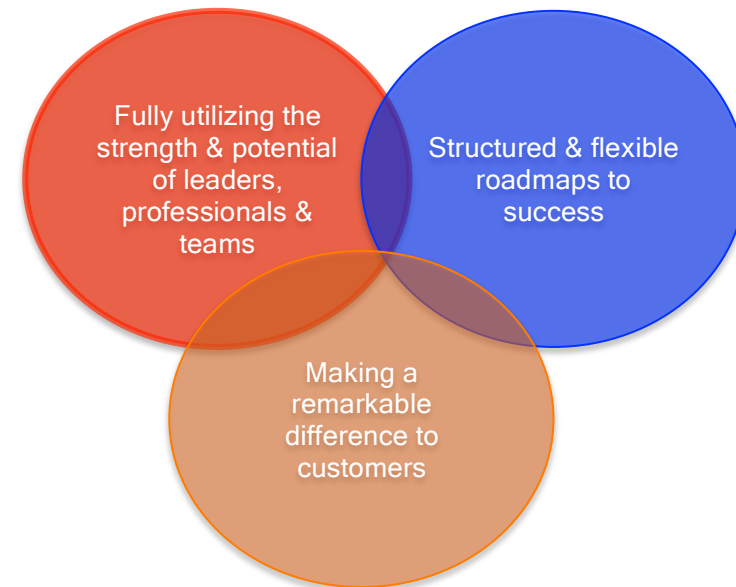
### How Essential Leadership delivers high results

We provide a proven framework for linking potential and strengths of individuals and teams to business excellence.

We boost actionable change through behavioural technology and by challenging people to use their highest potential.

Our workshops facilitate a structured but flexible way to overcome your business challenges.

- We use Profile Dynamics to accurately define what drives people. Their inner drives impact the way people think, interact, behave and work.
- Leaders, professionals and teams are stimulated and challenged to leverage their unique strengths and talents to make a difference.
- Through personal leadership and empowerment participants learn to use focus and courage to break through their comfort zone and take groundbreaking actions.



## Essential leadership

In everything we do, we help entrepreneurs, executives professionals and managers to excel and use their full potential. Combining their unique talents, strengths and passion to make a remarkable difference. This results in customers being enthusiastic and loyal ambassadors.

### Services

- Profile Dynamics. What drives you? Strengths & talents
- High Performance (Management) Teams
- Psychology of Top Performance
- Breakthrough & Inspirational Workshops
- Power Breaks
- Personal Empowerment
- Accelerated improvement & growth

### Clients

Microsoft Europe, Centric, Cisco Systems, HP EMEA, Cargill, British American Tobacco Benelux, Tempo Team, KLM, Houthoff Buruma , Simmons & Simmons, Kema BV, CoolCat , Securitas , GetronicPinkRocade, CapGemini, Miele, HAVI Logistics, Philips, ABN Amro, ING, SNS Bank, REAAL, TU Delft, AXA Belgium, TÜV SÜD Benelux.



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