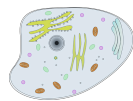


THE FOUR BOSSDOC STEPS

Workshops and Coaching



1. CELL

Meet and discover yourself

Just as in biology, where you begin your life as a single cell, you also begin your career as a single person. As a single person or cell you are fully functional and self-sufficient and capable of communicating with other people.

This is a great phase to focus on self-reflection and introspection. We could start by asking these basic questions.

- Who am I? (Reflection and personal psychology)
- How exactly do I function? (Personality test)
- How does my actions and interactions influence other people? (Personality and Social Psychology)
- What is my inner compass? (Values, beliefs)
- What can I do particularly well? What I'm not so good at? (Strengths and Weaknesses)
- What do I love doing? (Motivation)



2. TISSUE

Lateral Leadership Team facilitation and team coaching

Cells with the same or different specifications self-organize as tissue, same do scientists, as multifunctional teams. These teams are usually characterized by a lack of hierarchical structures. Sometimes a project manager without official power is appointed. Just as the combination of several cells biologically require extracellular glue (CAMs), this also applies to a team. But what is this 'glue' for a team and where can I get it? In my experience, it is a mixture of trust, motivation, common orientation towards one goal and communication.

Workshops on this phase are addressed:

1. Towards lateral leadership skills, applied when you don't have official authority. Fundamental skills in knowledge of human nature, socio-psychology and communication play a big part.
2. To you, as a team, if you would like to evolve into a high-performing team through a productive combination of coaching and facilitation.



3. ORGAN

How to lead your team

Consider a pacemaker cell in the heart. It lends the heart the impulse to work. In ensuring that a healthy rhythm is maintained, several parameters have to be measured, balanced, communicated and adjusted.

As a leader who wants to build and maintain a healthy rhythm for the team, what are your tasks?

The pacemaker cell holds a leading role. It is necessary however, that it communicates, cooperates and delegates other functions to the specialists. As a leader it is vital to know the peculiarities, knowledge and strength of each individual in the team, and to act accordingly.

Consider also, the brain or central nervous system (CNS); in your case, this would be the boss or upper management who acts as the central point of control. It is from this point that general guidelines come from.

As a manager, you should learn how to skilfully assume your role in the sandwich position, and also how to efficiently communicate up and down the line.

Other organs

Just as what the heart does is different from what the liver, spleen or lung does, this is how the task of individual managers vary. This depends on the team and the corporate culture in which you work. This is why you must never assume that you 'already know.'



4. BRAIN - CONTROL CENTER

Executive coaching for leaders of big teams

As a leader with authority, you have the opportunity of getting into the control center. Just like the neurons and transmitters which connect in the brain, communication is key in this position.

As a junior leader, you have vouched that your team is 'healthy, functional and free of disease.' As a senior leader, you do the same thing but on a larger scale. In this case, you are not just looking after the function of just one team, but several teams. Needless to say, this requires a clear knowledge of yourself, your goal and your communication.

WITH BOSSDOC, I'LL HELP YOU:

1. As a single cell, to discover and develop yourself
 2. To succeed in the 'tissue' as a lateral leader within your team.
 3. To gain leadership skills just like just a 'pacemaker cell.' To keep your 'organ' (team) healthy and to improve its performance.
 4. To build a system of leaders, prevent and handle conflict and steer the entire organism (big team) as confidently as the brain steers the body.
- I will help you at every step of the way, in identifying and building a healthy team.

