

## Personal E-Coaching

It has long been known that investing in the job satisfaction and effectiveness of employees translates into higher performance and the success of the organisation. By paying attention to talent and personal development, organisations expect to get the most out of their employees.

This does not always work, the practice is problematic. Often you see that employees end a training course with satisfaction and enthusiasm. However, after a period of time this enthusiasm appears to have been supplanted by the delusion of the day. Only a small number of the participants actually applied the lessons learned in practice. Most of the training courses offer brief personal guidance during the training or as aftercare. As a manager, too, you often miss the time to provide your employees with the best possible support. The lessons learned from the training are gradually disappearing.

As an organisation, you want nothing more than a complete and sustainable transfer to practice. This is the only way to get the most out of your employees and your organisation.

However, how do you facilitate this complete and sustainable transfer to practice?

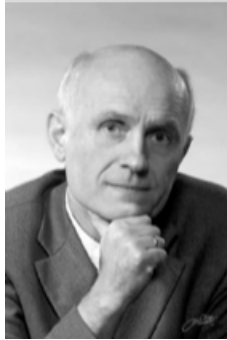
### E-Coaching on the job

The solution is E-Coaching on the job. After all, the current situation calls for a flexible form of coaching. Thanks to E-Coaching (secure online coaching environment), processes can be set up effectively and efficiently. As an employee, you will be helped quickly, results-orientated and sustainably with your questions about how to apply the lessons learned from a training course even better to your work.





**New consultants**  
**Songül Kinran**



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## **LEGO® SERIOUS PLAY®**

LEGO® SERIOUS PLAY® is a method developed by LEGO to help teams and organisations tackle complex issues. The method helps to consult each other in a different, better way, giving everyone the same amount of time and opportunity to put forward his or her ideas. This makes better use of the knowledge, expertise and creativity of the team than in traditional meetings where 20% of the participants speak 80% of the time. With the help of LEGO® SERIOUS PLAY®, 100% of the participants are involved 100% of the time. The decisions that are made in this way are simply better and are supported by everyone so that the commitment is maximum.

A session with LEGO® SERIOUS PLAY® always focuses on a concrete question from daily practice. During the process, this issue is examined and, where necessary, actively and imaginatively raised. These questions can relate to strategy, policy, innovation, collaboration, team roles, leadership, communication or identity.



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## Want to know more ?

ACT Partners has been in existence for more than 20 years and our consultants have extensive experience in coaching and training, but also in guiding change and culture processes. We have the following competencies:

- Facilitating strategic consultations and working groups
- Expertise in organisational development
- Solid training and coaching skills.

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