

Effective Leadership

With less effort, better results



“Surprisingly different. This will stick.”

Leading is in essence influencing the behaviour of others. A better understanding of human needs, team processes and effects of their personal leadership styles, ensures that participants are able to be more effective and efficient in leading their team towards better results.

Effective Leadership focuses on the untapped potential within teams and employees. Core questions are: ‘What is motivation? What makes teams successful? How do I improve the results of my team? How do I become a more effective leader?’

Human behaviour and team behaviour is analysed and explained based on business experience, NLP (Neuro Linguistic Programming), TA (Transactional Analysis) and mainstream psychology.

The training is interactive and continuously focuses on implementing change within the daily practice. Thousands of participants have proven these strategies to work.

“A confrontational and inspiring rollercoaster.”

The impact

At the end of the training



has a clear plan of action to improve the results of his or her team.



is convinced that he or she can be more effective.

After one month back at the job



uses the insights and strategies on a daily basis.



has reached measurable improved results with their team.

Company programs

- Tailormade company programs are available.
- Programs can include onsite support, coaching and advice (full support).
- Possible at any worldwide location.
- The training is designed for supervisors, higher management, (team)leaders, project leaders and managers. Junior and experienced leaders will both learn new insights to improve their effectiveness. The content will cater to all needs.

Our goal

- The international team of Per4mance is focused on creating real behavioural change.
- Our programs are designed to create the necessary depth and self-reflection.
- All programs will be concluded with a clear actionplan.

Day 1

Human behaviour

- What is motivation?
- What are basic human needs?
- Why is change in most cases difficult?
- How do I control my state?
- How do I control the state and enthusiasm of my team members?

Day 3

Personal behaviour

- How do I inspire others?
- What will be my legacy?
- What is necessary for change?
- What is stopping me?
- How do I break through my own limitations?

Day 2

Team behaviour

- Impact of bias and prejudice?
- What makes teams successful?
- Team style versus leadership style?
- How do I use confrontation and appreciation?
- What are typical pitfalls?

Day 4

Action!

- How to translate insights into action?
- Develop a clear plan of action to:
 - Improve team results
 - Improve personal effectiveness

“Back at work the net impact of a training is maybe 5%. This training is completely different. I still know the valuable insights by heart and use them every day.”

Our trainers



Frits Galle

It is my passion to help people grow and to make organisations more successful. Challenging situations, where no standard solutions are available and creativity is needed, make me thrive.

As a manager of operational, HR and project organisations for Philip Morris International, I have often spearheaded complex international change projects with an impact on processes, structure, people and results. This varied from building up, downscaling, improving effectiveness, implementing technology and closing down organisations.



Wim Meinderts

What motivates me is unlocking the potential of people and organisations. I am convinced that people can achieve far more than they think.

Following a 36-year international career at Shell International, as Team Leader Benchmarking and Senior Performance Improvement & Implementation Manager, I now focus on improving organisations. I am APMG (change management), Lean and DISC certified. By identifying and implementing improvements, together with managers and other representatives, organisations obtain sustainable results.

Per4mance!

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