



TOP YEAR
EMBRACING TALENT

18 FEBRUARY 2019 - 28 JUNE 2019 /
2 SEPTEMBER 2019 - 17 JANUARY 2020

A unique 18-week talent development programme preparing you for the future

If you are:

- Curious to discover how much you can achieve
- Eager to work with like-minded individuals
- Motivated to contribute to your company

Top Year is for you.

WHAT IS TOP YEAR?

- A unique 18-week programme embedded in your work
- Based on three themes: self-knowledge, effective teamwork and preparing for the future
- A practical approach to solve issues at work
- A dedicated team of experts to support you and your manager

WHAT DO I GET FROM IT?

- An amazing personal growth experience
- A deep insight into your talents and motivation
- A better appreciation of your work environment
- A lifelong network

WHAT WILL I DO AND HOW WILL I LEARN?

Top Year combines on-the-job learning, individual and team training, and group assignments in your working environment – 17 days of training are spread through the 18 weeks of the programme. These take place in your work environment, in an outdoor setting or at a central location for all participants.

During these training sessions, you work with an actor on your communication skills, you discover your teamwork abilities in outdoor exercises, and you put what you have learnt into practice in a range of team assignments.

You will grow by facing challenges, getting feedback, taking time for reflection and practicing again to improve further. Your manager is involved in the process, to better understand and coach you.



WHAT IS THE PROGRAMME'S SCHEDULE?

● **DISCOVER – weeks 1-3**

- Programme kick-off: Who are you? What are your goals? How are you going work together?
- Role-play 1: What are your talents and convictions? What is the impact of your behaviour on others?
- Outdoor team exercises: Recognise each other's talents and the roles and interests of each in a group. What are the drivers of your behaviour?

● **DEVELOP – weeks 4-8**

- Launch of team assignments.
- Role-play 2: How do you communicate your convictions and beliefs? What are your biases? How can you behave differently?

● **INTEGRATE – weeks 9-17**

- Outdoor team exercises: Leverage each others' strengths. Set a higher goal. Become a performing team.
- Team assignments: Define potential improvements, present and discuss approaches, set ideas in motion.
- Role-play 3: What inspires you? How do you overcome your barriers to communicate?

● **CONCLUDE AND SUSTAIN – week 18**

- Team assignments: Present results.
- Personal reflection: What have you learnt? How will you keep developing yourself?

WHAT SUPPORT WILL I GET?

You will be part of the Top Year group of participants. Every other week, you will meet with the Top Year trainers and coaches. They will support you in your development and give you feedback to help you grow. They will guide you in the team assignment and will support your manager in the process.

HOW WILL I PREPARE FOR MY FUTURE?

Top Year is an intense, stimulating and profound experience. It both rewards and challenges participants. As you grow and discover what and how much you can achieve, the experience will help you consider your future. The Top Year team is there for you, to listen to you, help you reflect on your development and help you see where you are heading.

After the Top Year programme, you join the Top Year alumni network. This network meets to exchange and build on everyone's experiences.

WHO ARE THE PARTICIPANTS?

Top Year gives you the opportunity to learn and grow with a group of motivated young talents. Typically, participants are between 20 and 30 years of age, starting their career or in management positions, with up to 12 years of professional experience. Your fellow participants come from a broad range of companies and industries. Before joining Top Year, we will meet you and your manager to discuss your goals, answer your questions and define the right approach. After the Top Year programme, you join the Top Year alumni network.

Top Year partner companies are some of the leading family businesses and corporate companies. They work with the next generation to improve and innovate for the future. Top Year provides active support to build on their foundations and connect across generations and levels of experience.

WHAT ARE THE DATES AND FEES?

The programme starts on Monday 18 February and concludes on Friday 28 June 2019. During these 18 weeks, you will have 17 days of training individually, in small and in larger groups. Training takes place in your work environment or in a central location.

2019 fee: €15,500.00 exc. VAT per participant. The fee includes all teaching material and stays for the outdoor team training.

A second session will happen in later 2019, starting Monday 2 September 2019 and closing on Friday 17 January 2020.

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TOP YEAR TEAM

Aurélie Peters and Renée Sajat are the founders of Top Year. They have assembled a team of top international experts in leadership and management skills, and the performing arts.

“The last 25 years have taught us that great training brings great business and personal results. It is inclusive, continuous, practical, demanding and across all levels and ages. And it brings the best out of people.”

A SINGLE GOAL: HELPING YOU DISCOVER YOUR TALENTS



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