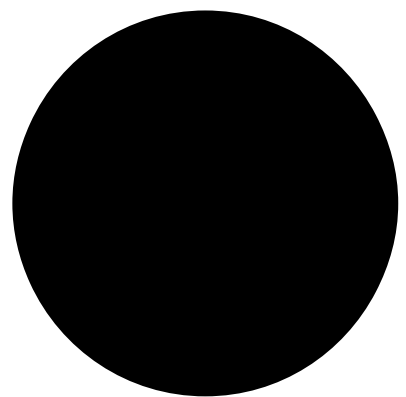




OUR APPROACH

TOP YEAR
EMBRACING TALENT



topyear.org



PRACTISE, REFLECT, TRAIN AND DEVELOP

Top Year comprises three complementary modules:

ROLE PLAYS FOR SELF-KNOWLEDGE & COMMUNICATION

We speak who we are. Language reveals one's inner attitude, desires, disappointments and motivations. Role plays with a professional actor, in a group or alone, allow you to discover your own mode of communication:

- We take a close look at the conscious and unconscious communication patterns
- You physically experience the changes that may be needed in your behaviour
- You develop your expression, language, voice, composure and empathy
- You integrate thoughts, emotions and behaviour

GROUP EXERCISES FOR LEADERSHIP & TEAMWORK

You utilise your strengths and discern the talents of your teammates:

- You discover the drivers behind your own attitude and other's
- You receive feedback on the effectiveness of your role and behaviour within the team
- You develop your leadership skills, learn to inspire your colleagues and achieve positive results

CONCRETE PROJECTS FOR YOUR ORGANISATION'S FUTURE

Supported by the Top Year team, you address your organisation's important challenges around customers, products or processes:

- You analyse key drivers, present potential improvements and engage others to set ideas in motion
- You apply what you have practiced in role plays and team exercises
- You bring ideas to fruition and help the organisation progress
- You discover your capabilities and motivation

Past Top Year business projects include improving the customer experience, setting up a global HR department, and assessing the impact of digitalisation on current work processes.



TOP YEAR PREPARES YOU AND YOUR COMPANY FOR THE FUTURE

Top Year focuses on three aspects.

YOU

- Who am I and how am I perceived?
- What are my talents and where should I develop myself further?
- What inspires and motivates me?

THE TEAM

- What is the team aiming for?
- What commitment is needed between team members for an effective and successful delivery?
- What are the roles of each team member and what does it mean for the dynamics of the team?

YOUR COMPANY

- What does the company need and what are the topics to address?
- Who needs to be involved to achieve the desired results?
- Where do we get the information from and how do we stay ahead of the game?

WHY IS TOP YEAR IMPACTFUL? _____

- > Top Year makes the connection between generations. It builds commitment, stimulates innovation and enables continuity.
- > Top Year uses three complementary learning methods that participants can immediately apply for themselves, with their team and in their work.
- > The Top Year team continuously works together so that each session builds on the previous one and creates impact.



WHO IS TOP YEAR FOR?

Top Year is relevant for (family) organisations that prepare their future.

Top Year designs together with the organisation the rhythm and intensity of the programme to suit the actual work agendas and activities.

The topics for the business projects are discussed with the organisation, in advance or during the process of the programme. The trainings take place mainly at the company's locations.

TOP YEAR TEAM

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.

Aurélie Peters – founder
Lilian Bakker – acting trainer
Kim Bras – video producer
Reinier van Dieren – team trainer
Ciska van Grootveld – coach
Tjerk Hooghiemstra – project mentor
Robert Steenhof – project advisor
Renée Sajet – coach

“When we were introduced to Top Year in September 2016, it quickly became clear to us that our large and dispersed group of Valk young family members would benefit from this approach.

Soon after, we formulated the objectives of our own Top Year programme: working together on the structure and continuity of our family business, which is based on trust, enjoyment and commitment.

As the senior generation, we are enabling our family company to grow and, even more importantly, we are supporting the entrepreneurship of each family manager. Our younger generation has developed a structure in which they can use their capabilities and express their ambitions to grow. And at times, confront us with our own challenges.

Our thanks go to the whole Top Year team, for their professional and personal dedication, for their trust and support in our development.”

Frans-Willem & Jacqueline Cox van der Valk

“ **Connecting generations for innovation and continuity** ”



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