



YOUR PROGRAMME

TOP YEAR
EMBRACING TALENT

topyear.org

A unique 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 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

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

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.

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

- Programme kick-off: Who are you? What are your goals? How are you going to 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

- 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

- 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

- 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, and you will meet regularly 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.

WHO ARE THE PARTICIPANTS?

Top Year gives you the opportunity to learn and grow with a group of motivated young talents.

Before joining Top Year, we will meet you and your manager to understand your needs and discuss your goals.

Together, we will define the approach which fits your schedule, addresses your development needs and prepares you for your next challenges.

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

A SINGLE GOAL: HELPING YOU DISCOVER YOUR TALENTS

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“Top Year has made me stronger. I know where I stand, I know what to do to keep on learning and growing. I am clear about myself and my objectives. And also the objectives of the group that I work with. I can put situations in perspective and know how to deal with them.”



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