



# Benchmark first time manager track

**Are you new to a leadership role and not yet  
exactly sure what is expected of you? Do you  
have few examples around you and  
no in-company training?**

Then this programme is just the thing for you! Together with a group of people in the same position, you will learn to shape your leadership role and create a working environment where everyone can shine. With room to keep your own identity, so that together we can develop into a new generation of managers.

**And that is good news for your future and for that of your organisation.**

## 01 **for who**

do you recognise yourself?

**Quite simply; for anyone who would like to see themselves start a (new) leadership role with more self-confidence.**

### **Examples**

When you have just been promoted from your team to a leadership role

To learn how to get people on board

When your common sense takes you far, but you still want substantiation

When you want to learn to communicate better

You tend to 'just do it yourself' when things get busy

Because you don't understand why people can be so difficult

You want to do things differently from all those managers you have had

## 01 **and for who else**

in-company track

**For organisations that want to give their new managers a flying start by sending them out into the workplace with confidence and practical tools.**

**e.g.**

When growth has created a new layer of managers who have little or no experience in doing so.

Specific knowledge or experience is needed on a particular subject to guide your managers.

When time constraints prevent you from training your managers in-company.

You could use a fresh view from outside in when training your starting managers.

When there is no in-company leadership training available.

## 02 and how

here's how we do it



**What you will learn is important, but let's not forget the 'how'. Small groups, personal, light and practical.**

**like this**

Learning with people in the same situation  
With examples from other organisations  
With room to maintain your own identity  
According to the latest insights  
Without what is interesting but not necessary  
Short but powerful for a fair price  
With a combination of skills, knowledge and mindset  
In a way that sticks  
So that your head understands and your body experiences and radiates it

## 03 **de basics**

### three roles

We believe that as a first-time manager, you have three roles to play:

Leader

Manager

Coach

We also believe in Secure Base Leadership thinking as the basis for leadership (Bowlby and Ainsworth).

In addition, thinking from inclusiveness so that you build a growth culture (Kegan). Everyone has a place and as a manager you give space to all voices in the group.

These principles and theoretical framework form the thread and foundation of the training.

## Secure Base Leadership

Secure Base Leadership invites you to experiment, make mistakes, develop guts and resilience, and connect socially. It is a synthesis of well-known and successful insights from developmental psychology, organisational psychology, pedagogy, loss management, change management, communication and leadership. Basically, a practical translation of all those insights into an effective leadership style for team, management and organisational issues. Perhaps because of this, it is the “grand theory” of leadership, appropriate in a time when change is the new constant, and strategic agility and resilience are often necessary.

## Growth Culture

Creating a growth culture brings a focus on growing, learning new things and embracing the experience of learning. Essential if you want team members to start learning from each other instead of competing with each other. As an organisation, you are flexible this way, people are no longer stuck in how it is now, but how it can be. You can accelerate because change is in your DNA and everyone is comfortable with it. You start to see opportunities and self-confidence increases. Managers and team members with self-confidence are more productive, creative and assertive.

**All our trainers and coaches  
have been in your shoes.  
In different organisations.  
Large and small. So we  
know how to bridge theory  
and practice like no other.**

## 04 by who

our trainers



### 01 **Feikje Dunnewijk** (lead trainer)

Benchmark Partner, Coach & Facilitator

Feikje has extensive experience in managing large teams. She brings leadership and coaching together. Feikje stands for life force and the conviction that, as a leader, you are capable of much more than you often think, in every phase of your life.



### 02 **Dorine Bakker**

Coach & Trainer



### 03 **Fleur Driessen**

Breathing coach & Yoga teacher

As HR Manager at companies like ING on the one hand and breathing coach and yoga teacher on the other, Fleur is able to bridge these two 'worlds' like no other.

## 04 by who

our trainers



### 04 **Jaap van der Vlist**

HR Manager, Trainer & Coach

Jaap has a solid background in HR, mostly at e-commerce and Tech companies. He is currently Lead People & Business Partner at bol.com. Jaap invites you to experiment with new behaviour on the way to your learning goal!



### 05 **Josephine Curvers**

Trainer & Coach

Josephine is an experienced trainer and originally has been a manager herself. She believes in increasing autonomy through awareness. She does this in a pragmatic, loving and inspiring way with a focus on positive psychology.



### 06 **Arjen Kool** (lead trainer)

Benchmark consultant, Coach & Facilitator

After nearly 10 years in the corporate world, including in various leadership roles, Arjen has focused on leadership development. He focuses on increasing both (work) pleasure and results, because he believes they don't go without each other. Arjen is both direct and approachable, challenging you to go further than you thought you could.

## 05 how it looks

### program

With a group of 9 participants, we get to work.

The training days last a full working day and take place at 'De Vink', our office in Amsterdam.

The peer coaching last 3 hours and we do them 'live' together at our office. In the morning or rather at the end of the day.

We can do the individual check-in and check-out both online and offline.

The programme will be taught in Dutch and English. Cost is € 3395,- for the course, plus € 195,- for F&B and location costs. Amounts are excluding VAT.



## 06 **contact**

learn more

Would you like to know when we start, whether the programme suits you and whether we serve tasty lunch on training days?

Contact us via [this link](#) or call Rozanne on +31 6 37 27 79 37.

Check out [our website](#).

More starting managers? Because you have just started in management roles or added a layer because of growth for example.

Then we can tailor the programme for your organisation. We are happy to think along.



**Benchmark**<sup>HR</sup>