



## Alain WILLEM - Certified Executive Coach (7 years experience)

*They didn't know that it was impossible, so they did it! - Mark Twain*

Alain Willem is a certified executive coach and can coach in French or English. He has several masters in Neuro Linguistic Programming (NLP). He has coached many CEO's and high level executives in South Africa's leading organizations during the past 7 years, including cross cultural executive team coaching.

Alain is a talent management specialist and focuses on moving professionals to the level of artists.

His yoga expertise makes him also an expert in stress management. He has been a Business Consultant for the last 20 years. He worked for 2 years with the chief assistant of Humberto Maturana in Chile and taught the topic of creativity in one of the university of Santiago.

He published a book in 1997, called "Think Smart".

He is currently writing two new books to be published early next year.

- *Distilling greatness in you and others*
- *Continuous improvement through Self-coaching*

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### Client profile

**Key achievers and leaders with a desire to:**

1. Increase their KRA
2. Manage their stress better and maintain empathy under pressure
3. Become more tactical and strategic in their thinking to deal with complex situations.
4. Amplify their existing talents and evoke excellence in others.
5. Contribute more to the community
6. Explore the next step in their career
7. Explore "Who am I?" and "What is my leadership signature?" to increase their authenticity and presence.
8. Acquire the tools for Self-coaching and to coach their team in order to sustain excellence
9. Communicate more effectively to shorter meetings or to give tough feedback.

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### Alain's coaching strategy

- Amplifying your existing strengths and talents
- Using models and asking insightful questions that challenge your thinking.
- Testing your assumptions against a neutral sounding board.

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### Area of high expertise

Talent management: Moving professionals to the level of artist

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### Training & experience in coaching

- ◆ Seven years experience of coaching senior executives and experts
- ◆ Accredited Executive coach for Standard bank's, ABSA and a consulting company.
- ◆ Associate Coaching Course (Centre for Coaching - UCT): How to bring out the best in people. Currently doing the master-coaching course.
- ◆ Group dynamic (deep democracy): Conflict resolution and Team building.
- ◆ Internationally certified "Inter-Cultural Intelligence" trainer with *Knowledge Workx* (located in Dubai)
- ◆ 7 years practice in Biodanza.
- ◆ Certified Yoga teacher (*20 years of Hatha Yoga*)
- ◆ Master of NLP (Neuro Linguistic Programming) in modeling excellence
- ◆ Master of NLP in holistic leadership
- ◆ Master of NLP in Coaching

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### Accreditation and membership of professional organisations

- ◆ Member of COMENSA (Coaches and Mentors of South Africa)

## **Professional highlights**

- ◆ Qualified as an Electrical/ Mechanical Engineer with a specialization in Nuclear power and thereafter a further degree in Geotechnical Engineering.
  - ◆ Business Consultant for 20 years (14 years in Information Technology).
  - ◆ Teaching Innovation for two years to diplomats (University of Santiago in Chile)
  - ◆ Training: Team building, meetings effectiveness and retention program for graduates.
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## **Client list that includes:**

Standard bank (*More than 30 senior executives coached*), Independent Development Trust (*CEO and 8 directors coached*), AGSA, SABS, Clive, MTN (8), Anglo American, Virgin Money, The Gauteng Department of Public Transport, Road and Works, ABSA (10 senior executives coached), Pick 'n Pay, SHODEN, @ttitude, Motswedi, Path Executive, CYCAN, Irish Life, Versatile solutions, Go Capital, Endemol, Change Partners, SovereignSteel, Starfish, Sanofi-Avantis, The Strickland Group (New York), Mediator International (Paris), Teletel (Ivory Coast).

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## Services in 2009:

SERVICES OFFERED FOR INDIVIDUALS ↑	DESCRIPTION	TIME FRAME
<b>EXECUTIVE COACHING</b> Equip managers and executives with customized tools to improve their performance (Personal Development Plan) and their ability to lead teams (Emotional Intelligence).	Opportunity for executives and managers to move beyond their limitations and deepen their strengths. This includes Success DNA Modeling. It is based on a memorandum of agreement of coaching outcomes and success measurements. Tool and techniques are provided electronically to allow you to self-coach after the programme.	Six months to one year programme with the recommendation of bi-weekly sessions.
<b>TALENT MODELING</b> Modeling your exceptional talents (Your success DNA or "X" factor) and transferring them as a gift to others.	Becoming fully aware of your talents and being able to transfer your model of excellence (Your intellectual capital) to other professionals within the organization.	Completed within three individual sessions of 2 hours each and ½ day to transfer your talents to the whole team.
SERVICES OFFERED FOR TEAMS ↑ ↑ ↑ ↑ ↑ ...	DESCRIPTION	TIME FRAME
<b>MODELING THE TEAM'S TALENTS / SUCCESS DNA</b>	Meta skill and talent exchange with up to 20 participants. This team building exercise will leverage the existing individual talents by transferring them to the team.	2 days Requires 2 coach/facilitators
<b>TEAM COACHING AND PEER COACHING</b>	Structured coaching conversations that leverage the team's talents, reveal the real issue and challenge limiting assumptions. Master Mind exercises to brainstorm effectively around goals and issues.	1 day.  Requires client to bring a real goal and issue.
<b>MEETING TRANSFORMATION</b>	Enhance decision making and meet for shorter periods of time. Get to the core of the issue and stimulate creative communication.	½ day. Client to present an existing meeting with a real agenda.
<b>CONTINUOUS IMPROVEMENT OF WHOLE ORGANISATION THROUGH SELF-COACHING</b>	Teach up to 30 people within the organisation simultaneously. Effective for retaining talent and quickly aligning the whole organization with a common vision.	6 months program 6 sessions of one day each. Requires 2 coach/facilitators.
<b>ELEVATE PROFESSIONALS TO THE LEVEL OF ARTISTS</b>	Leverages the context independent meta-skills of top performers. Existing skills and techniques enhanced by the incorporating the essence of artistic excellence  Examples of Metaskills: Cultural intelligence; the art of asking powerful questions; the art of listening genuinely; Self Mastery; learning faster; self-coaching; state/mood/energy management.	½ day per Meta-skill
<b>TEAM BUILDING AND CONFLICT RESOLUTION</b>	Creating a culture of delivery, respect, appreciation and awareness. Move from being a good, to a great, company to work for.	1 - 2 days out of the office - depending on the scope.
<b>CONSULTING</b>	<ul style="list-style-type: none"> <li>• Independent, external sounding board</li> <li>• Developing customized training programs.</li> <li>• Take away SLA in a day.</li> <li>• Communicate in one page or one screen.</li> </ul>	Minimum 1 day