



GERT BRAEKEN

After having worked at Actiris (formerly Orbem, for 4 years), Gamma Consulting (4 years) and GITP (4 years), I decided to follow my own path back in 2003. In addition to studying psychology and becoming a licensed psychologist (license no. 651103161), I also completed a long-term coaching programme in 2005.

Since then, I have followed several Master classes every year, which enables me to offer state-of-the-art services. My core activity consists of supporting people in their personal and/or professional growth and development. It is my strong belief that approaching people in a cordial, professional, genuine and effective manner in this development context is of utmost importance.



LISBETH PEETERS

After having obtained a degree in Applied Economics from the University of Antwerp, I worked in the banking sector (Luxembourg, Paris and Brussels). I subsequently obtained an eMBA from the Antwerp Management School and decided to switch careers in 2006, moving into Human Resources. I excel at Talent Development. On the individual level, this means that I draw up Talent Portfolios, develop talent through coaching, whilst also conducting assessment and development centres.

On the organisational level, I am an expert at implementing talent policies based on a company's business strategy, as well as at designing and organising assessments, and developing and managing (internal) mobility (including succession management). My objective is to nurture talent to grow more solid employees and to enhance employability. I am a certified (ICF) coach. Besides being very empathic, I am also very pragmatic and I attach a great importance to quality.



A NEW TAKE ON DEVELOPMENT CENTRES

Since the 1990s, Assessment Centres (AC) and Development Centres (DC) have experienced a boom. On the one hand, they grew out of the need to assess human potential for possible future job holders (AC) and for a better understanding of employee's needs for further development (DC) on the other hand.

Twenty years on, we conclude that the approach and roaming paradigms regarding Development Centres have hardly evolved as opposed to the ever evolving economical and social climate. That is why we propose two new approaches, alongside the traditional DC, which reflect the current trends.

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DC

WHAT IS IT?

The traditional development centre checks the participant's skills with a view to his or her further development.

WHAT DOES IT INCLUDE?

During a DC-day, participants will be invited to perform within an environment simulating their own. During this performance, pre-defined skills will be mapped through specific exercises.

Subsequently, these skills are directly compared to the participants' experiences.

During the follow-up process, participants are then given the opportunity to elaborate and implement a personal development plan, based on the on-the-spot feedback and a detailed report. Depending on the initial objectives, various development formulas can be composed.

WHO IS IT FOR?

Anyone wishing to find out more about his or her strengths or development points in order to further pursue his or her personal development.

WHAT IS THE BENEFIT?

- Participants take charge of their own development
- Creation of a SMART individual development plan
- Further professional growth
- Increased productivity
- Increased job satisfaction

WHAT IS OUR ADDED VALUE?

- Provide insight into the participant's potential and limitations
- Get to the essence quickly and efficiently
- Give a thorough idea of the employee's potential for growth
- Utilise extensive experience and a personal, non-threatening approach

TDC

WHAT IS IT?

An innovative way to create better understanding of how you perform based on two different methods. The TDC focuses on the participants' intrinsic skills and talents.

WHAT DOES IT INCLUDE?

In the morning, participants will be invited to perform within an environment simulating their own. A number of desired skills are mapped through specific exercises.

In the afternoon, we jointly build the participants' talent portfolio. For this process, we use insights and tools which were developed by, among others, Dr Luk Dewulf.

After the TDC, we organise several coaching sessions with the participants, and then possibly with his or her supervisor to confirm what was learned at the Talent Discovery Centre.

WHO IS IT FOR?

Anyone aiming to continue their own development based on their talents and key strengths, without losing track of their pitfalls.

WHAT IS THE BENEFIT?

- Mapping the employee's talents and development points
- Provide insight into activities generating or consuming energy
- Opportunity for employer and employee to apply the participant's talents in a more focused manner
- Increase in efficiency, motivation and job satisfaction

WHAT IS OUR ADDED VALUE?

- Provide insight into the employee's talents, potential and limitations
- The appreciative approach leads to a non-threatening, in-depth analysis
- Extensive experience combined with a theoretical basis

IC

WHAT IS IT?

The participant's functioning is mapped, and self-insight and self-reflection are encouraged. We combine real life cases (Experience) and short, focused training pills (Inspiration).

WHAT DOES IT INVOLVE?

Based on several specific situations, characteristic to the participant's professional context, insight is created in how a participant typically acts and functions. Participation of the immediate superior in this process is crucial.

At the start, the participant's qualities are defined, enabling him/her to reflect on his/her behaviour. In a next step, development issues are discussed, and alternatives for coping more effectively with specific situations are explored. Targeted training pills are part and parcel of the IC.

WHO IS IT FOR?

Anyone wishing to learn on the spot with direct feedback from his or her superior and an external coach.

WHAT IS THE BENEFIT?

- Insight into one's performance in one's own specific professional context
- The lessons learned are immediately applicable to one's work environment
- A relationship of trust is established between the participant and the manager
- Side effect: managers' coaching and feedback skills are positively influenced

WHAT IS OUR ADDED VALUE?

- The results have great face validity or recognisability
- Highly effective: three objectives are simultaneously achieved: coaching the participant, supporting the manager and establishing a relationship of trust between the participant and the manager
- Fast, efficient and consequently also budget-friendly
- Extensive experience and sufficient seniority, meaning that the IC can be widely used