



&



present

# REGENERATIVE LEADERSHIP: FOUNDATIONS

A blended program  
**designed to**  
**TRANSFORM**  
**BUSY LEADERS**

not simply to give  
knowledge

Increase Your Impact In Fast,  
Digital & Overloaded Times With Meaning  
& Balance

# THE REGENERATIVE LEADERSHIP FOUNDATIONS PROGRAM

At a glance

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For leaders looking to transform themselves and to their impact, balance & meaning



Designed to transform busy leaders not simply give knowledge



A 3-months program to experience transformation  
  
+/- 2 hours of weekly training over 3 months,  
  
3 online events at Solvay  
  
2 Q&A online Teams meetings



Based on the latest knowledge in neurosciences



Certified by Solvay Business School

## 1000+ QILEADERS WORLDWIDE



# HI BUSY LEADERS!

THIS ONE-PAGER IS MADE FOR YOU

Are you ready to become a **Regenerative Leader**? Let's start here!

## FACT

The **speed of change** has **accelerated**

Digitalization, new technologies (with recent AI revolution), pandemic & younger generations **have transformed the way we work forever.**

- ✔ Work has become less delimited
- ✔ Requests come from many more channels
- ✔ Boundaries between work & life have faded
- ✔ Change has become the new norm with a boost in opportunities & threats
- ✔ Our jobs became more complex.

## PROBLEM

Most **leadership habits** that we use today were invented in **slow times.**

And they used to worked well! But in our fast times, they create **chaos**, an **explosion of workload, communication issues, silo thinking, and slow and inefficient decision processes.** They might even lead to **degenerative results.**

## CONSEQUENCES

- ✔ Leaders find themselves **working too hard for too little impact**
- ✔ **Engagement decreases** in their teams
- ✔ **Stress & burnouts** increase
- ✔ They are **not agile** or creative enough.

## OUR SOLUTION

### is to change the culture

Culture is the **sum of the habits** within an organization. That's why **leaders need to adopt the habits of fast times** to transform themselves and their teams.

Those **regenerative habits** are the building blocks of this program and lead to an increase in impact, meaning and balance. It's a **win-win-win for people, the organization and the planet.**

## Jump in if...

You are a **leader, manager, entrepreneur,** or **director** who is operating in a fast-changing environment

You realize that **what used to work does not work anymore.**

You want to **have more impact**, bring your team/organization to the next level while **maintaining healthy work-life balance** for yourself and your team



## SCHEDULE

We start on February 10th, 2025 (More details on [page 11](#))

## DURATION

Average of 2h per week over 4 months

## DESIGNED FOR BUSY LEADERS

A blended program with 3 live workshops, 2 online Q&A moments, 4 online modules with micro-content

## PRICE

3.000€ excl.VAT

[CLICK HERE TO ENROLL](#)



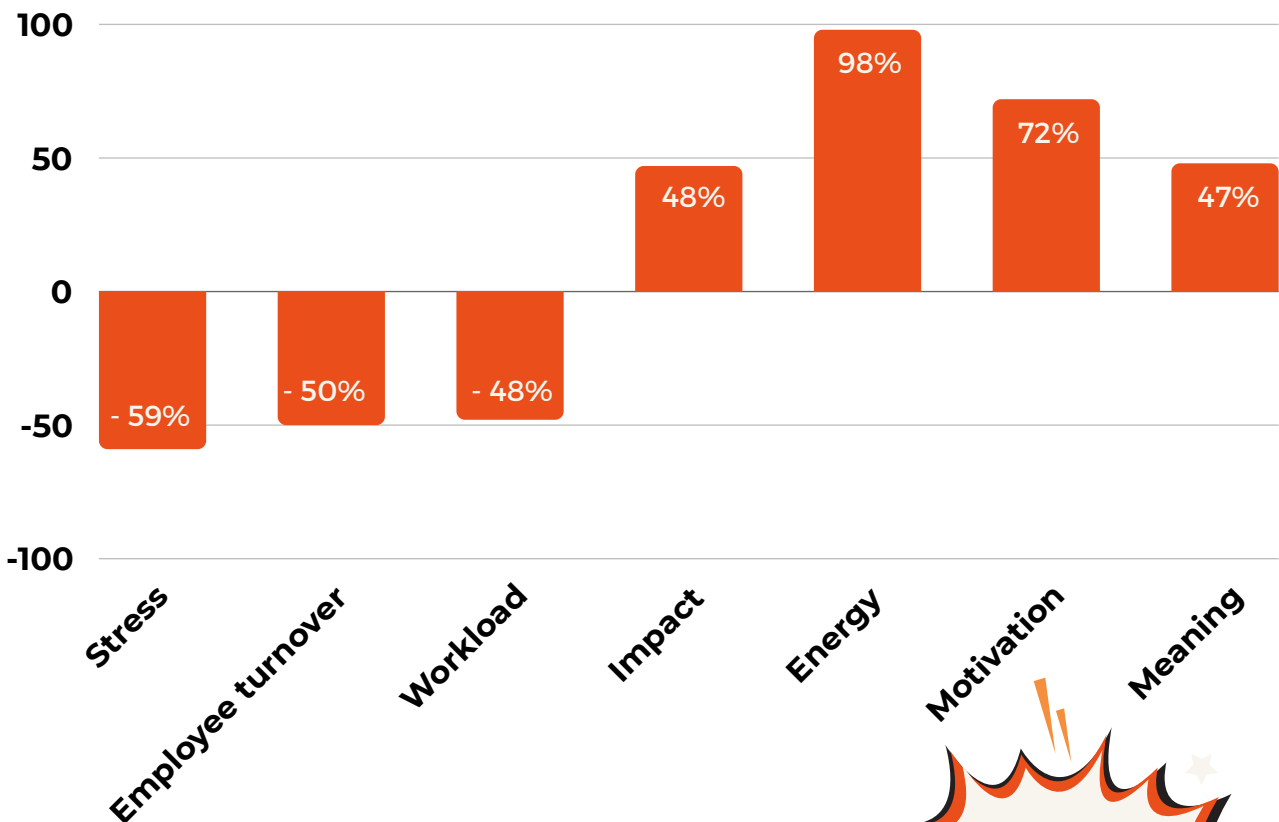
Curious to know more on how to boost your impact & balance?  
**Read the whole brochure**

Regenerative Leadership

# HAVE YOU EVER HEARD OF REGENERATIVE LEADERSHIP ?

Regenerative leadership is a leadership approach that seeks to **create sustainable and thriving systems by focusing on the well-being** of individuals, organizations, and the environment.

Regenerative leaders have shown amazing results\*



\* Based on a study conducted by QiLeader & Solvay Brussels School with over 600 participants in the research

# THE REASON WHY REGENERATIVE LEADERS ACHIEVE GREATER RESULTS



**They understood that the world has changed and have abandoned the habits of slow times to adopt those of fast times**

The world has changed a lot in recent years. We've moved from dial-up internet to 5G, from Blockbuster to Netflix, and from fax machines to... well, do fax machines even exist anymore? Not to mention AI! We face new challenges like **climate change** and a **pandemic** that has reshaped the way we work, live, and interact with each other.

**Things are moving at lightning speed.**

As leaders and managers, **we can't just sit back** and watch as the world changes around us. **We need to embrace these changes**, harness the power of technology, and find new and innovative ways to lead our teams and organizations forward. This can be overwhelming at times, as we deal with huge **workloads**, **stress**, **burnout**, and **high turnover**.

## **FEAR NOT, WE'VE GOT THIS**

With the **right mindset**, **regenerative leadership habits**, and **support**, we can conquer any challenge that comes our way.

Whether you have years of leadership experience or are just starting out, we invite you to join us on this exciting journey.

**Together, we can navigate the twists and turns of the modern world and emerge stronger, wiser, and more inspired than ever before.**

## THE PROGRAM AT A GLANCE

For **leaders, managers, CEO's entrepreneurs** looking to **increase their impact & balance** in a fast, digital & overloaded world



**3 live workshops** at Solvay, **6 self-paced online modules**, **3 group coaching moments**



**30h in 4 months or less than 2h per week**



Designed to **transform** busy leaders, not simply give knowledge



"Almost everything in this program was new for me. And I've followed a lot of leadership trainings already". **Gretel - CEO Mensura Group**

# SLOW TIMES VS. FAST TIMES



## THESE "GOOD SLOW TIMES"...

Do you remember a few decades ago? Things were so much easier

- The speed of change was low
- Tasks were more delimited
- There were fewer requests to deals with
- Work was simpler
- Your leaders and teams could focus on each task at hand

## ...VS. NOWADAYS FAST TIMES

What has changed?

- Tasks are no longer clearly defined
- Demands flood in from more and more channels, non-stop
- Jobs have become more complex and interconnected, demanding constant attention

## THIS RESULTS IN...

An explosion of workload !

While being constantly connected has its perks, it has become more and more challenging for your people to maintain a decent work-life balance.

It's like a never-ending game of staying ahead, tackling issues as they arise, and keeping up with the latest trends and technologies.



44%

of workers feel stressed because of their workload

WHAT ABOUT YOU ?

### SLOW TIMES

Fewer opportunities & threats

More delimited tasks

Less requests from less channels

Limited work time

Most job are simple

### FAST TIMES

Many opportunities and threads

Less delimited tasks

More requests from more channels

24/7 connection, hybrid work & lot of screen time

Interconnected complex jobs

It has become impossible to deliver everything that comes on your plate. Are you still trying ?



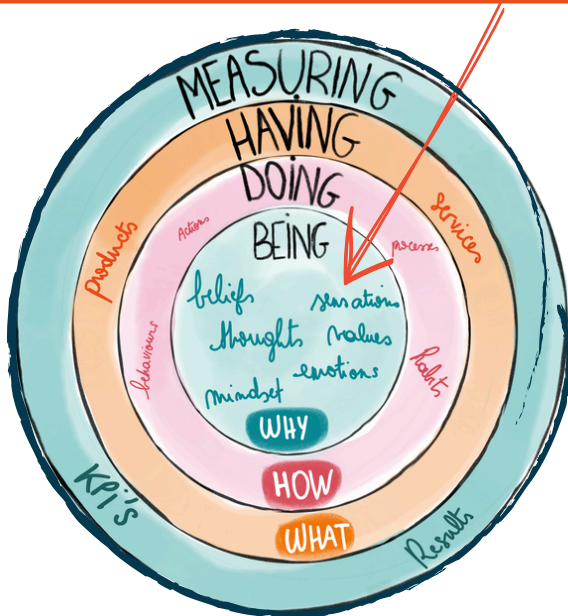
# THE QUESTION NOW IS “HOW TO HANDLE CHANGE?”

It would be tempting to think that in order to have more impact and get great results as a leader, one must implement more Key Performance Indicators (KPIs), change the strategy, make news plans and processes.

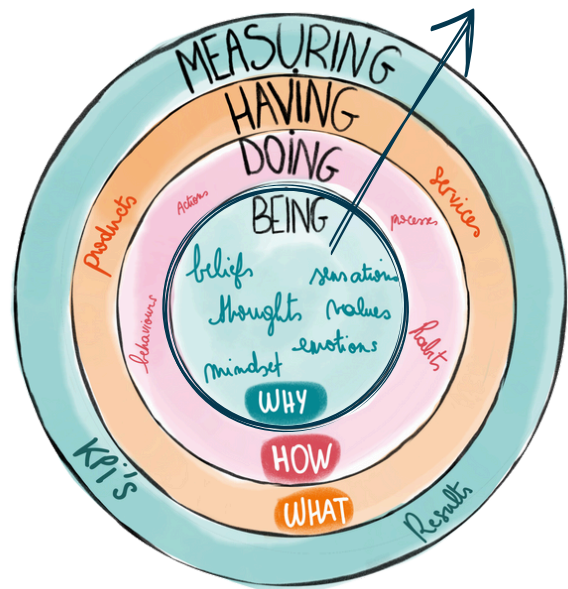
Doing so, most companies forget the most important while handling change:

## Changing the Culture

### USUAL WAY OF HANDLING CHANGE



### A MORE IMPACTFUL WAY



Organizations tend to **initiate change from outside to inside**, creating resistance and **stress** at the level of their people

A better approach would be to **change leaders at the core of their being**, by shifting their values, thoughts, and beliefs

Interesting... But isn't this program a program for individual leaders? How am I supposed to change the culture all by myself?

“Regenerative Leadership - Foundations” is indeed an program for individual leaders, yet it will have a great impact:

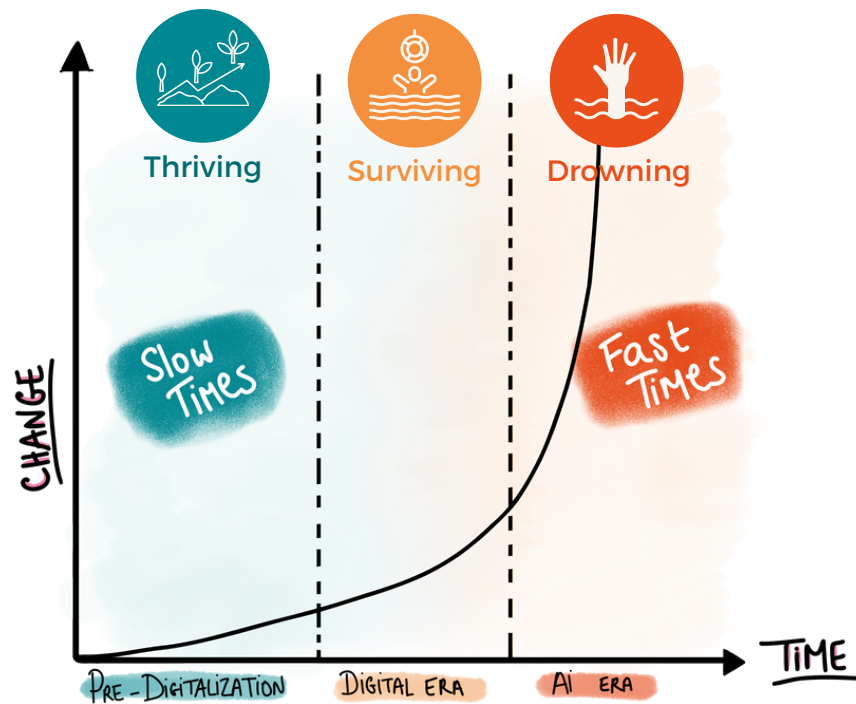
- You only need one person and a follower to initiate change
- Culture is the sum of habits: reprogramming yourself by adopting regenerative habits will have an impact on you, your life, but also your team, your organization, and eventually our planet
- You cannot build a building without foundations: you will learn the key concepts to be able to follow the Collective Shift program

**ARE YOU READY TO MAKE THE DIFFERENCE ?**



# THE DRAMATIC CONSEQUENCES OF SLOW TIMES HABITS

Continuing with one's slow times habits might create degenerative results in our fast-changing times. And with the acceleration of change, not only might you no longer survive, but you might drown.



## SLOW TIMES HABITS

Delivering Everything

*Working Hard*

Managing your Time

*Being Ego-Driven & Rational*

Being Action-Oriented

## PROBLEMS IN FAST TIMES

Running All the Time

*Stress & Exhaustion*

Unhealthy Work-Life Balance

*Disengagement*

Lack of Purpose

**UNHAPPY & WORKING TOO HARD FOR TOO LITTLE IMPACT**

Does Pavlov's dog ring a bell ?

Well... We've all been conditioned for the slow times.

**IT'S TIME TO REPROGRAM YOURSELF**





# CHANGING THE CULTURE BY ADOPTING REGENERATIVE HABITS

## A leader with slow times habits

## A reprogramed leader

- Delivers everything (Say "Yes")

---

- Is action-oriented

---

- Ego-driven and rational

---

- Manages his time

---

- Works hard

### FIRST

- Focuses (say "No")

---

- Is purpose-oriented

---

- Is present & self-aware

---

- Manages his energy

---

- Pauses & slows down

### THEN

- Delivers quality

---

- Skillfully acts

---

- Acts with courage & strength

---

- Manages his time

---

- Works smart

=> **POSSIBLY DEGENERATIVE RESULTS**

=> **REGENERATIVE RESULTS**

## The Magical Consequences of adopting **Regenerative Habits** on you, your team, your organization

 Incredible boost in effectiveness & engagement

 Greater work-life balance

 More purpose in one's life



Whatever the future changes and challenges, you will have these **new habits** as a **compass**, guiding you towards **growth and resilience**. This will undoubtedly have a **ripple effect on your team and your organization**.



These habits are what you will learn in this program **COINCIDENCE? PROBABLY NOT...**

"This course is a gift. You become another person at the end of the course. You actually better cope with all the changes & feel better. This course is part of our recurrent programs to shift our culture." - Olivier - HR Director Nestlé

## Program Content

## MAIN COVERED TOPICS



## CREATING SPACE

Making room & taking time for **deep sustainable change**



## FINDING PURPOSE

Regaining **meaning & motivation** in volatile times



## SHIFTING MINDSET

Cultivating a **growth mindset** to become more **resilient & fearless**



## RESILIENCE

Increasing energy to **decrease stress & resistance to change**



## MASTERING FOCUS

How **saying no** and setting **boundaries** can help achieve more in less time



## Neuroscience &amp; Emotional Intelligence

Have you ever learned great concepts, only to notice that you don't see how to apply them at work? Or have you ever wondered why you know so many things but when you're under pressure, you don't manage to actually apply the learnings.

This program uses the **latest techniques from neuroscience to transform behaviors**. Being rational isn't enough anymore, developing your **emotional intelligence** is a superpower these days.

We'll work with your mind but also with your body and emotions.

## Business Cases

Combining real work situations with your new habits will help you apply what you learn at work (and not only in class).

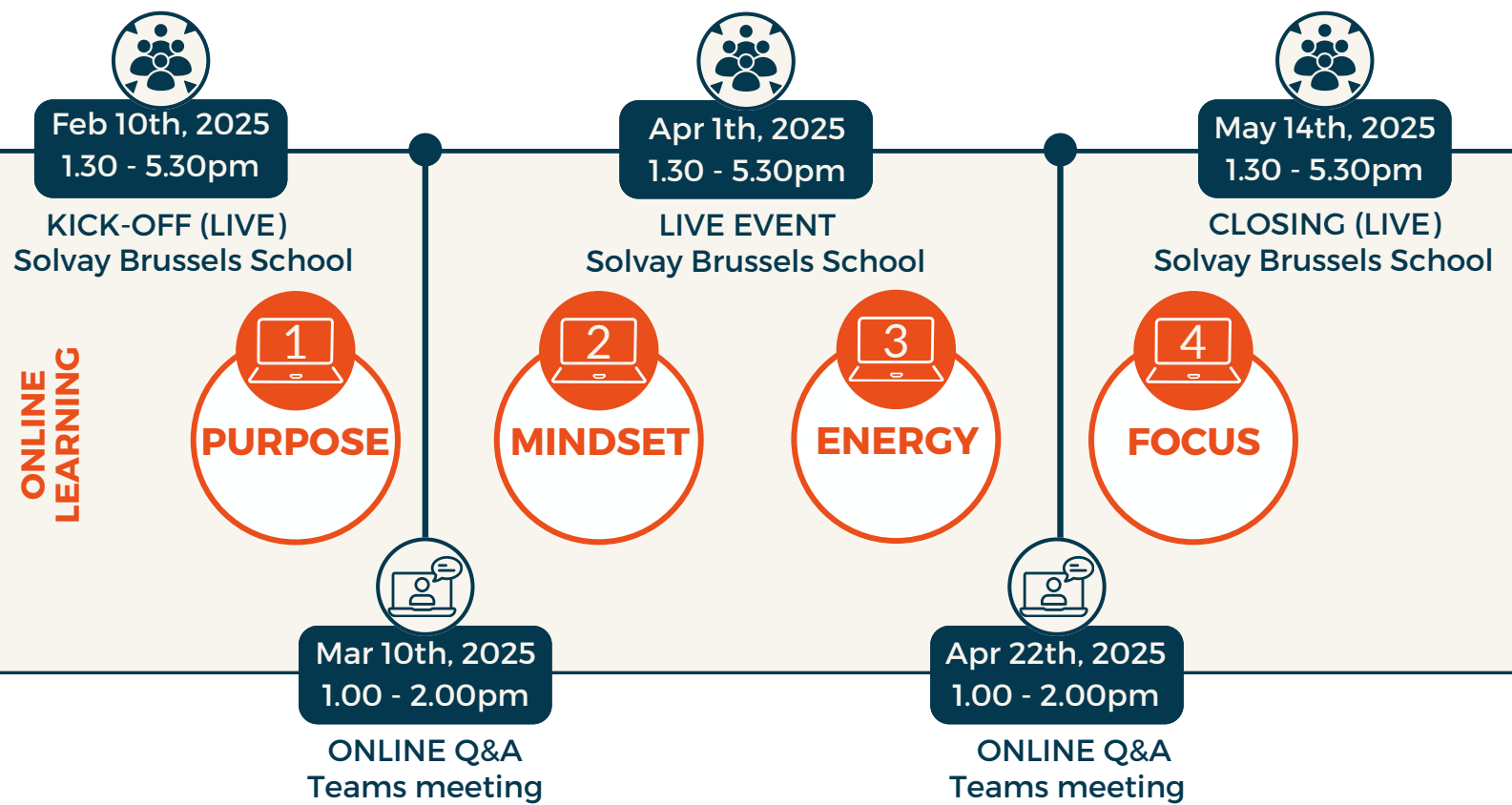
## THIS PROGRAM IS FOR YOU:

- ✓ You are a **manager, leader or entrepreneur**
- ✓ You operate in a **fast-changing market**
- ✓ Your **stress levels** are high
- ✓ You seek for a better **work-life balance**
- ✓ You would like to be more **authentic** and have more **impact**
- ✓ You are conscious of the challenges of this **digital, volatile, AI-driven age**
- ✓ You believe in **agility, increased empowerment, self-management, co-creation** and you want to get better at implementing this

Your Transformation Path

# A BLENDED PROGRAM DESIGNED FOR BUSY LEADERS

The 'Regenerative Leadership - Foundation' program is divided into four main online modules, covering all the previously mentioned topics. This **blended format**, which includes both online learning and live events, has been designed to accommodate the schedules of busy leaders.



## The power of a blended learning journey

- **Changing habits takes time:** you will have a **greater impact** by investing just a few minutes a day
- We don't want you to learn more stuff (we know you are smart!), we want you to **experience them in your everyday life**
- The online self-paced learning allows you to **remain in control of your schedule**



**HAVE THE TRANSFORMATION YOU DESERVE IN LESS THAN 2H/WEEK**

It's less than the time an average person spends on social media each day!

Your Benefits

# A WIN-WIN-WIN FOR YOU, YOUR ORGANIZATION, OUR PLANET

## YOU

Your impact increases along with your work-life balance & meaning. You better handle change & uncertainties. You feel better & your relationships improve at work and at home. You achieve better results while slowing down & working less. And you get a certificate from Solvay Brussels School.



## YOUR ORGANIZATION

The habits that'll help your people better navigate our volatile & disruptive times while improving their well-being are the same that are necessary to transform your organizational culture. With their new habits, agility increases as the resistance to change decreases. Your **environment will become safer** boosting **team performance & innovation**. Soon after, you'll see an impact on your revenues & profit.



## OUR PLANET

When leaders start to act more in line with their values instead of their ego or (unconscious) fears, **their actions become more sustainable & ethical**. Diversity & inclusion improve also when people connect with each other in more authentic ways. This has a **positive ripple effect on our planet** in the long term.



## Together Is Better

“You only need one person and a follower to initiate a transformation”. True, but...There is nothing but a **collective change** for a **greater impact**.

SPECIAL OFFER

### REGENERATIVE LEADERSHIP COLLECTIVE SHIFT

After learning the Foundations of regenerative leadership, you want to empower your team, promote agile leadership and think “sustainable”

### QILEADER'S IN-COMPANY PROGRAM

This program is even more impactful when conducted collectively. We design a tailor-made transformation path for your organization based on your needs

JOIN BOTH “FOUNDATIONS” AND

“COLLECTIVE SHIFT” = ~~6000€~~

**5000€**

BOOK A CALL





# THIS PROGRAM IS NOT FOR EVERYONE

## CHECK IF YOU ARE A FIT

Yes No

- |    |  |                       |                       |
|----|--|-----------------------|-----------------------|
| 1  | Are you, as a leader, aware of the necessity for a fundamental shift in culture, mindset, and leadership, especially in fast-paced times compared to the past & slower times?  | <input type="radio"/> | <input type="radio"/> |
| 2  | Are you willing to lead by example, undergo your own transformation, and unlearn old habits to adapt to the changing demands? Yes, your team and organization will need to change, but your personal transformation will be the biggest trigger of a successful team transformation.                                     | <input type="radio"/> | <input type="radio"/> |
| 3  | Are you open to exploring the latest findings in neuroscience research, including the significant role of emotions in the cognitive process, to gain insights into your behavior and emotional responses? This is crucial to be the inspiring leader you want to be, even under pressure.                                | <input type="radio"/> | <input type="radio"/> |
| 4  | Are you prepared to let go of control in certain situations and trust your team members to make decisions and take ownership? Even if they won't be perfect from the start and make mistakes.  | <input type="radio"/> | <input type="radio"/> |
| 5  | Are you open to adopting counterintuitive techniques such as slowing down, managing energy, and centering to enhance productivity and well-being?  | <input type="radio"/> | <input type="radio"/> |
| 6  | Are you ready to set ego and status aside and question the status quo, fostering a culture of continuous improvement and innovation within your team?  | <input type="radio"/> | <input type="radio"/> |
| 7  | Are you willing to step out of your comfort zone, recognizing that solving complex problems often requires a higher level of consciousness than the one in which the problem was created in the first place? (Thank you Einstein, for your quote)  | <input type="radio"/> | <input type="radio"/> |
| 8  | Are you willing to prioritize your values over unconscious fears and conditioned beliefs, ensuring that your actions align with your purpose even under pressure? (That's what we call courage, 😊)   | <input type="radio"/> | <input type="radio"/> |
| 9  | Are you willing to prioritize the well-being of your team and focus on the purpose, trusting that sustainable profit will follow? Many leaders, under pressure, are too much focused on profit and short-term goals without being aware of that.   | <input type="radio"/> | <input type="radio"/> |
| 10 | Are you committed to being kind to yourself, prioritizing personal growth despite urgent deadlines, and recognizing the importance of self-transformation for yourself and your team? If you always let urgent deadlines get in the way of your transformation, you won't adapt & stay in a vicious circle for too long. | <input type="radio"/> | <input type="radio"/> |

Did you get a majority of 'yes'?

## UNLOCK YOUR FULL POTENTIAL

1  
Book a **call**  
with us



2  
Take your **free**  
assessment



3  
Start our  
transformation



## PRACTICAL INFO



### NEXT START

February 10th, 2025



### LANGUAGE

English (subtitled) -  
basic level required



### PRICE

3000 € excl. VAT



### TIME TO INVEST

- 4 months
- 2 hours /week
- Then 9 months of weekly micro-inspiration



### CERTIFICATION

The Solvay Brussels School certification for "Regenerative Leadership - Foundations" will be delivered upon completion of the course.

## CONTACT



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### READY TO START?

BOOK A CALL



### Hey there !

I'm your friendly neighborhood expert in **mindset, leadership, and empowerment**. But here's the twist - I'm also a **big believer in slowing down!** I specialize in helping leaders and teams navigate the crazy, fast-paced, digital, and uncertain times we live in, because let's be real, it's not easy out there!

As the **founder of QiLeader and Academic Director at Solvay Brussels School**, I've the privilege of working

with many amazing organizations to help them **create more impact, meaning, and balance**. And, while I'm at it, I teach people how to take a step back and relax a little. It's all about finding balance, you know? Plus, I'm a **speaker, trainer, and podcaster** (who isn't today? 🙄) of "Rebel Leader with a Heart".

So, if you're ready to level up and slow down at the same time, I'm your gal!

*Murielle Machiels*