

A Tailor-Made Leadership Program



YOUR COMPANY IS THRIVING WHEN YOUR PEOPLE ARE

Embrace **Regenerative Work** In Your Company
To Increase **Impact, Well-being & Engagement** at
Scale



OUR REGENERATIVE IN-COMPANY PROGRAM

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For organizations looking to transform their culture to increase their **impact, balance & meaning**



Designed to transform **busy leaders & team members** – not simply give knowledge



+/- 2 hours of weekly training over **3 months**, followed by **ongoing learning**



Tailor-made transformation path built around **keynotes, workshops, self-paced micro-content** and **coaching sessions**



Measured performance: **Impact increases by 35%**, **resilience by 80%**, **stress decreases by 46%** & **45% less employee turnover** once participants are rebooted

+1000
QILEADERS
WORLDWIDE

+100
COMPANIES
HELPED

91%
SATISFACTION



HI BUSY LEADERS!

THIS ONE-PAGER IS MADE FOR YOU

Imagine a company culture so engaging that no one would ever want to leave...

Is your company aspiring to **create an agile environment**, fuel **engagement**, and **foster well-being** and **resilience** in our increasingly demanding and ever-changing digital times?

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

OUR SOLUTION

is to change the culture

As the culture of a company is the sum of all its habits, changing the culture means changing its habits.

Adopting **regenerative habits** leads to an increase in impact, meaning and balance.

It's a win-win-win for people, the organization and the planet.

Changing habits (and keeping them!) is exactly what this program offers.

Olivier BLANC

Head of HR - Nestlé

This program is a gift. You become another person at the end of the training. Our people actually better cope with all the changes & feel better. It is part of our recurrent training to shift our culture.



PROBLEM

Most habits that we use today were invented in **slow times**. And they **used to work 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.

Is Your Organization A Fit?

You **understand** that the **success of your organization** depends on the **well-being** of your people.

You want to **empower your leaders and teams** to unleash their full potential and achieve **outstanding results**.

You're seeking a **lasting transformation** that endures, no matter how society and the workplace evolve.

[BOOK A CALL](#)



NON-EXHAUSTIVE LIST OF PROGRAM EXAMPLES

LEADERSHIP TRANSFORMATION

From Expert to Inspiring Leader - Transition from technical expertise to visionary, people-focused leadership.

Lead the Change: Navigating Transformation in Uncertain Times - Equip leaders to inspire and manage through organizational change and uncertainty

High Potential Leadership Accelerator - Fast-track development for emerging leaders ready to take on greater responsibilities.

From Overwhelmed to Impactful: Mastering Leadership in Complex Environments - Strategies for moving from burnout and busyness to focused, intentional leadership.

PEOPLE MANAGEMENT

People Manager Program: The Foundations of Effective Leadership - Equip new managers with core skills in communication, delegation, performance management, and building .

Empowering and Engaging Teams for Long-Term Success - Help managers foster autonomy, accountability, and high engagement in their teams.

From Conflict to Collaboration: Building High-Performance Teams - Teach managers how to resolve conflicts constructively and turn them into collaboration opportunities.

Psychological Safety in Practice: A Manager's Guide to Trust and Innovation - Equip managers to create environments where employees feel safe to take risks and express ideas.

EMOTIONAL INTELLIGENCE

Leading with Empathy and Resilience - Help managers build emotional intelligence to inspire others and lead with composure under pressure.

The Art of Empathetic Sales: Driving Results Through Connection - Transform sales processes by focusing on authentic connection and long-term client trust.

Releasing the Emotional Load: Unlock Leadership and Team Potential - Address emotional barriers that inhibit personal and organizational growth.

Harnessing Emotional Intelligence for Influence and Persuasion - Develop deep connection skills to influence teams and stakeholders effectively.

MINDSET & PERSONAL GROWTH

Changing Mindsets: From Impossible to Thinking Possible - Shift limiting beliefs to create a culture of possibility, resilience, and innovation.

Mindset Reset: Thriving in Fast-Paced, AI-Driven Times - Adapt to rapid changes with a growth-oriented mindset and practical adaptability tools.

Focus & Flow: How to Lead Without Burnout - Develop the habits and systems to achieve deep focus and sustainable success.

The Courage to Slow Down: Accelerating Impact Through Strategic Pauses - Teach leaders how intentional slowing down can improve decision-making and results.

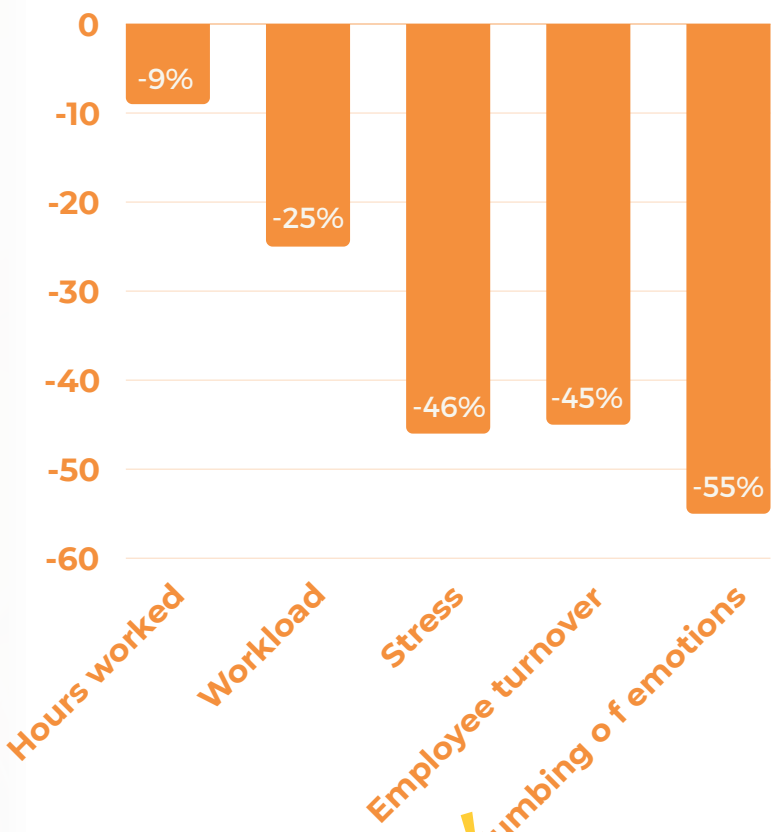
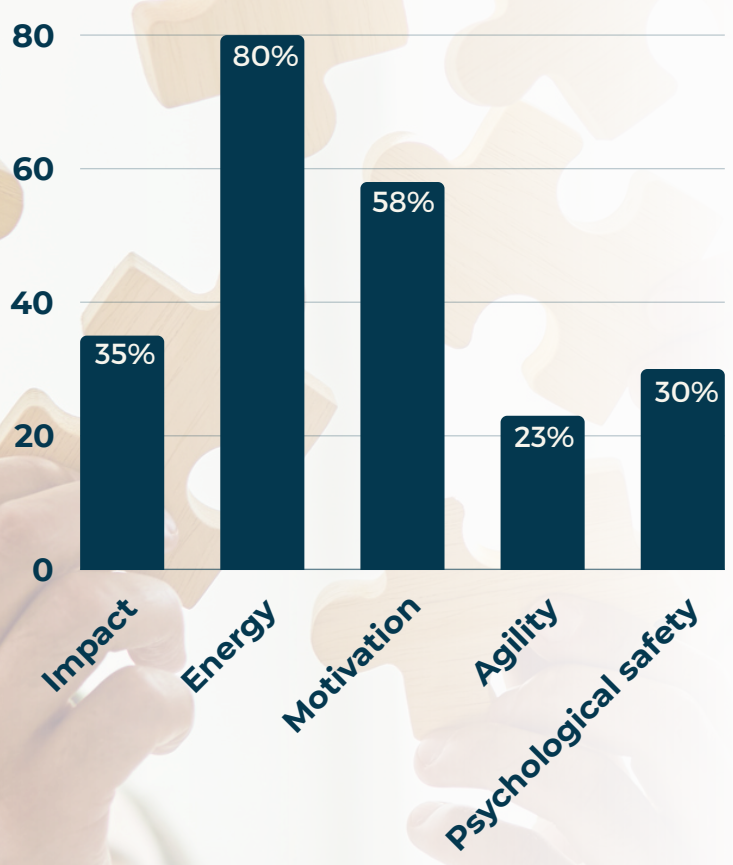
Regenerative Leadership



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.

The results speak for themselves



* Based on a study conducted by QiLeader & Solvay Brussels School with over 750 participants



OUR TRANSFORMATION PROGRAM IS UNIQUE

Uhm, for sure, it's "unique" like any other unique program...

Not at all!
And let me prove you wrong!

WE CHANGE HUMAN DOINGS BACK INTO HUMAN BEINGS

We offer a **life-changing experience**, not simply knowledge. It's easy to teach 'you should do it like this' knowledge and techniques, only to then say, 'now, figure it out for yourself.' What sets our program apart is its ability to **deeply transform people at the very core of their being**. This will effectively **change your organizational culture**.

WE OFFER A METHOD YOU'LL NEVER FIND IN ANY OTHER PROGRAM

In our innovative approach, we apply **counter-intuitive concepts** rooted in the latest **neuroscience and socio-technical studies** in the context of business case studies. We engage both the **mind and body**, and we are convinced **emotional intelligence** is the key to success.

WE DESIGNED A ONE-OF-A-KIND BLENDED PROGRAM

We combine **self-paced online** learning with **in-person collective trainings**

We include **inspiring moments** throughout the program (initial keynote designed to ignite desire to transform, pre-commitment exercises, motivational speeches, celebrations...)

OUR PROGRAM INCLUDES A **3-STAGE ASSESSMENT**.

- **Values Alignment Analysis:** Identifies personal motivators, team culture gaps, and unproductive behaviors
- **Regenerative Habits Assessment:** Measures current habits providing actionable insights
- **180-Degree Leadership Feedback:** Highlights leadership strengths and growth areas

The assessment is retaken at the end to monitor progress.

PROMISE, IT WON'T BE BORING !

Our **dynamic online micro-content** is designed to **maximize engagement**

Our **modules** are broken down into **mini-lessons** of +/-15 minutes which easily fit within the schedules of your busy leaders

Our videos are **inspiring, relaxing** & sometimes even **fun to watch!** We **motivate** your leaders & team members to practice what they are learning online throughout the course

Our exercises are based on **real-life business situations** to which your people can relate

After the course, we deliver **personalized ongoing learning** for 6-12 months and an free access to our **GPT "QiLeader Coach"** to **answer your questions 24/7**.

We offer **individual & collective coaching** to your leaders throughout the program

WE GATHER YOUR PEOPLE TOGETHER

We create a **community of leaders** within your organization, which boosts their **commitment & accountability**. We are big on **collaborative learning!**

Each collective session is an event in itself: participants are happy to meet during work time in a **fun and enthusiastic atmosphere** to exchange and **grow together**.

THE SPEED OF CHANGE IS ACCELERATING



THESE "GOOD SLOW TIMES"...

Do you remember a few decades ago? How things were easier in the slow times?

- The speed of change was low
- Tasks were more delimited
- There were fewer requests to deals with

Work was simpler, and your leaders and teams had more time to 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

RESULTING IN:

An explosion of workload !

And 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.

NOT ONLY IS CHANGE HAPPENING, BUT IT'S HAPPENING AT A LIGHTNING SPEED

We all witnessed two main events :

1. The rise of new **technologies** with increased **opportunities** and... **threats**
2. The way **work, life and connections** have been reshaped by the **pandemic**

AS A LEADING COMPANY, YOU CAN'T AFFORD TO STAND IDLY BY

You must embrace these shifts, harness the power of technology, and discover fresh, innovative ways to propel your teams and organization forward.

It's okay, we get it! Navigating this constant change can be overwhelming. **Increased workloads, stress, and burnouts are real challenges.**

YOU ARE NOT ALONE!

... neither are your leaders. We are here to guide you as we already guided thousands of leaders. With the right mindset, leadership habits, and support, we can help your organization transform and succeed in this challenging environment without exhausting themselves.

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 threats

Less delimited tasks

Many 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



I can't deal with these back-to-back meetings any longer!

Our team is constantly lagging behind because we rely too much on other departments...

OKAY ! BUT WHAT SHOULD WE DO ?

HELP!

It is more and more difficult for me to keep up. I work harder and harder, but I'm still behind...

I can't seem to remember why I'm doing this job anymore.

Lately I've just put myself in autopilot mode at work. I no longer have time to think properly.

Everything is urgent! It's not even sure what my top priorities are for the week...

THE DRAMATIC CONSEQUENCES OF OUTDATED LEADERSHIP HABITS & TECHNIQUES



LET'S CHECK THIS TOGETHER

SLOW TIMES

FAST TIMES

Techniques

Problems

- Function-Centric Organization

- Detailed Plans & Budgets

- Centralized Decisions

- Search for Competitive Advantage

- Profit-Driven Approach

- Collaboration & Communication Issues

- Ever-Changing Plans

- Slow & Inefficient Decision-Making

- Lack of Priorities

- Short-Term Vision



Habits

More Problems

- Delivering Everything

- Working Hard

- Managing your Time

- Being Ego-Driven & Rational

- Being Action-Oriented

- Running All the Time

- Stress & Exhaustion

- Unhealthy Work-Life Balance

- Disengagement

- Lack of Purpose



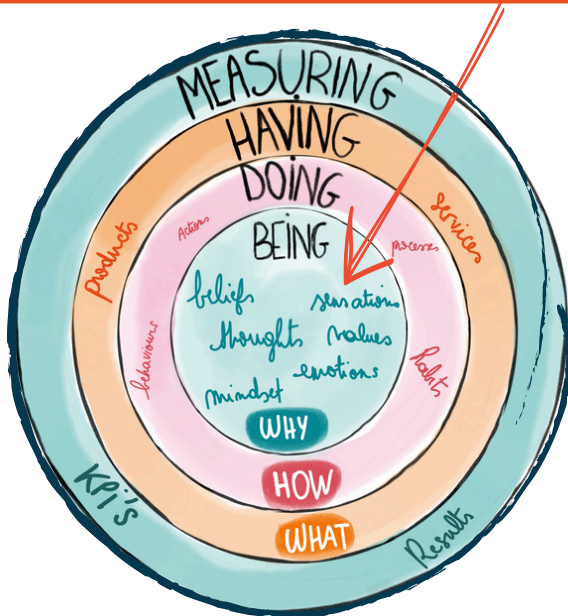
Guess what's gonna happen if you keep on working like this? They (and you) might burn out, have mediocre results... or quit!

THE QUESTION NOW IS "HOW TO HANDLE CHANGE?"

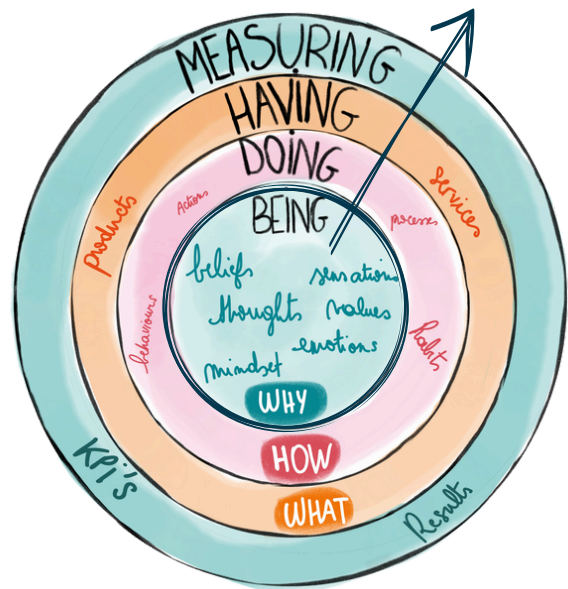
It would be tempting to think that in order to have more impact and get great results as a team leader or a company, one must implement more Key Performance Indicators (KPIs), change the strategy, make news plans and improve processes. But that's nearly not enough, most companies forget the most important aspect:

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 before their actions

Well... Does it mean that everyone has to change at the same time? And how to pass on that to all our people?



Our Regenerative In-Company Program is a customized program that will be tailored to your needs.

It only takes **one person and one follower to start a movement**. Not everyone has to change at the same time to start seeing the positive effects.

The program includes modules on **empowerment, emotional intelligence, and systems thinking** that will make your leaders inspiring figures of regenerative leadership for all employees.

ARE YOU READY TO MAKE THE DIFFERENCE ?

~~Habits~~
~~Culture~~ Eat Strategy
for Breakfast

CHANGING THE CULTURE BY ADOPTING REGENERATIVE HABITS

A leader with slow times habits

- Delivers everything (Say "Yes")
- Is action-oriented
- Ego-driven and rational
- Manages his time
- Works hard

A regenerative leader

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

=> **PROBABLY DEGENERATIVE RESULTS**

=> **REGENERATIVE RESULTS**

The Magical Consequences of adopting **Regenerative Habits** for you, your team and your organization

- Incredible boost in effectiveness, agility, innovation & 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**.

Magali CARLIER
Talent & Learning Manager - Nestlé

"Week after week, I saw myself transforming and adopting new habits. I handle things more peacefully today and **I am more available for my team members**. The team manages things more peacefully as well and is now able to take a step back to better analyze things"

★★★★★

That's why we built our Culture Program around habits. Thousands of forward-thinking leaders have already embraced and benefited from this approach

OUR MODULAR CONTENT

We have designed a series of modules to help your leaders and their teams to adopt **regenerative habits and business techniques**. Together, we create a transformation journey (see example) that matches your needs and expectations to **embrace regenerative work**.

<p>CREATING SPACE</p> <p>Making room & taking time for deep sustainable change</p>	<p>FINDING PURPOSE</p> <p>Regaining meaning & motivation in volatile times</p>	<p>SHIFTING MINDSET</p> <p>Cultivating a growth mindset to become more resilient & fearless</p>
<p>RESILIENCE</p> <p>Increasing energy to decrease stress & resistance to change</p>	<p>MASTERING FOCUS</p> <p>How saying no and setting boundaries can help achieve more in less time</p>	<p>MOBILIZING PEOPLE</p> <p>People management essentials for team accountability & success</p>
<p>EMPOWERING TEAMS</p> <p>Empowerment fundamentals for increased performance in hybrid teams</p>	<p>NAVIGATING CHANGE</p> <p>Promoting agile leadership for transformative success</p>	<p>EMOTIONAL QUOTIENT</p> <p>Boosting performance and collaboration through emotional intelligence</p>

Thierry VANOLANDE
 Groupe Finance Director - TEXAF

"Every minute of this program was a gift for me. Probably one of the best courses I've followed so far on how to be a **more authentic person** and **performant leader**. Thank you! It was **better than the Harvard course** I took as well!

★★★★★

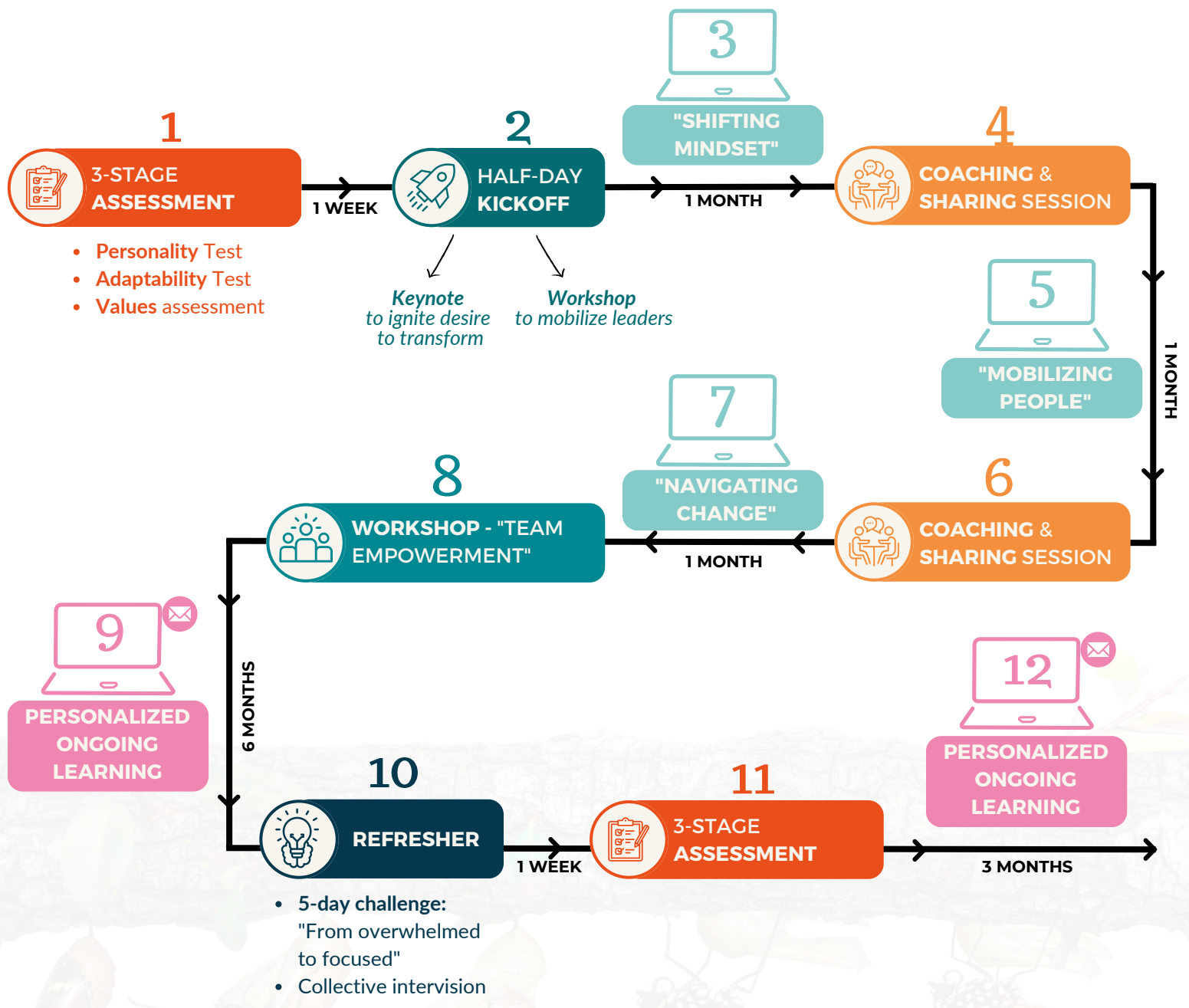
Gretel SCHRIJVERS
 Managing Director - MENSURA

Almost everything in this program was new to me. The course **brought a lot of peacefulness in my leadership**, in my private life and in my relationships with my colleagues. I suddenly see more possibilities and options to choose from than before.

★★★★★

TRANSFORMATION JOURNEY: EXAMPLE

Every company is different and so every transformation journey is uniquely designed. It is a mix of **self-paced online** learning and **in-person collective trainings**. It **includes inspiring moments** throughout the program (initial keynote designed to ignite desire to transform, pre-commitment exercises, motivational speeches, celebrations...)





THIS PROGRAM IS NOT FOR ANY ORGANIZATION

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 COMPANY'S POTENTIAL

1
Book a **call**
with us



2
Take your **free**
assessment



3
Get your **tailor-made**
transformation path



PRACTICAL INFO

\$ PRICE

As every organization has its own needs and particularities, the **price is as tailor-made as the program.**

🌐 LANGUAGE

Online program: **English** (subtitled) - basic level

Keynotes, workshops, and coaching: **English, French or Dutch**
(worldwide delivery)

CONTACT

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🌐 www.qileader.com

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