



# REGENERATIVE LEADERSHIP - COLLECTIVE SHIFT

---

Certified Program to **Support Leaders** in  
**Empowering Teams** for Sustainable Impact



# THE “REGENERATIVE LEADERSHIP - COLLECTIVE SHIFT” PROGRAM

## Content

- 3** One-Pager for Busy Leaders

---

- 4** Our One-of-a-Kind Program

---

- 6** Main Covered Topics

---

- 7** Your Transformation Path

---

- 8** Your Benefits & Special Offer

---

- 9** Practical Information



For people leaders aiming to evolve their leadership strategies to foster regenerative teams that thrive with greater engagement, agility, and impact.



Designed to transform busy people leaders & their teams – not simply give knowledge



Inspiring and practical **blended program** with experienced trainers and like-minded leaders



Transformation path built around keynotes, **real cases** from participants, self-paced **micro-content**, **workshops** and **coaching sessions**



Certified by Solvay Business School

## THEY TRUSTED US



# HI BUSY LEADERS!

THIS ONE-PAGER IS MADE FOR YOU

Are you ready to lead the shift to a **regenerative work culture** where your teams **thrive** instead of just survive?

## Leaders are faced with a new reality... everyday

Digitalization, AI, the pandemic & younger generations **have transformed the way we work forever**. Workload has exploded because...

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

## The Impact on Teams

Today's work environment has **dramatically increased pressure on teams and leaders:**

- ✓ Rising stress, burnout, and disengagement
- ✓ Decision paralysis and reduced agility from rapid, constant change
- ✓ Eroded trust and fragmented communication in hybrid work
- ✓ Stifled creativity and innovation under constant pressure
- ✓ Loss of purpose, driving higher turnover and disengagement

## From self to people leadership... your regenerative journey continues

You've started transforming yourself. Now, it's time to extend that transformation to your team. By **regenerating your leadership approach** and creating an environment of trust and purpose, you **empower individuals** to feel deeply engaged and valued. This fosters a culture of resilience, collaboration, and collective growth—**where everyone thrives and contributes to a shared vision.**

**This program has been designed for amazing people leaders who want to create more engaging work environments**

## So jump in if...

After completing the 'Regenerative Leadership - Foundations' program, you're ready to transform your own leadership.

You understand that by adopting new practices, **you'll naturally inspire and guide your team** toward greater **autonomy, creativity, and performance**, starting with yourself.



## SCHEDULE

The next program will take place from June 25, 2025, to December 12, 2025

## FOR PEOPLE LEADERS

- Team assessment
- 5 full-day workshops
- Online content on own schedule
- Closing individual coaching session

## TUITION FEE:

**4.500€**

excl. VAT

[BOOK A CALL](#)



# BEING AN INSPIRING LEADER IN A COMPLEX REALITY

Leaders constantly face new realities driven by environmental changes, generational gaps, digitalization and AI, new work expectations... Navigating through this complexity, constant change, and blurred boundaries is essential for success.

But **in this fast-paced world, leadership shouldn't be about working harder**, yet about **working more sustainably**.

## KEY CHANGES IN TODAY'S WORK ENVIRONMENT

- ➔ Search for purpose-driven work and empowerment
- ➔ Focus on employee well-being and organizational sustainability
- ➔ Need for agile and collaborative organizational structures
- ➔ Manage multi-generational workforce and shifting expectations
- ➔ Embrace the emphasis on diversity, equity, and inclusion (DEI)

## WITH OFTEN A HUGE HUMAN TOLL...

- ➔ Burnout and exhaustion with more than one-third of workers experiencing burnout
- ➔ Long hours with blurred boundaries between work and personal life, especially in hybrid/remote setups
- ➔ Disengagement and turnover due to dissatisfaction and lack of meaningful connection to work, costing organizations both talent and resources
- ➔ Managers under pressure stick to **controlling management** styles over empowerment and collaboration, limiting creativity and reducing employee autonomy and motivation.
- ➔ Organizations prioritize **short-term goals and profits**, which can lead to unethical practices, employee burnout, and neglect of sustainable strategies.

**Regenerative leadership** goes beyond simply leading to sustain an individual or an organization. It aims to **restore, renew and regenerate resources** and emphasizes **long-term growth, sustainability** and overall well-being, rather than short-term or purely economic goals.

Collective shift

## HOW CAN REGENERATIVE LEADERSHIP UNLOCK YOUR TEAM'S FULL POTENTIAL?

As a regenerative leader, you have adopted new personal habits more suited to these complex times. You have noticed the changes within yourself and wonder now how to convey this to your teams. To initiate this collective shift you will have to further **develop your regenerative leadership posture** towards other to **create a space for energy, pro-activity, creativity, agility, and sustainable performance**, where each member thrives and contributes to collective success.

### EMOTIONAL INTELLIGENCE, SYSTEMS THINKING & TRUE EMPOWERMENT

These are not just catchwords. They form the foundation of true transformation. Emotional intelligence builds **confidence & trust**, systems thinking **enhances problem-solving and alignment**, and empowerment **drives agility and innovation**. Together, they reduce stress, lighten workloads, and boost performance.

These principles are essential for creating a more adaptive, resilient, and future-ready team.

**Empowered teams**  
have shown to be  
**30% more profitable**

### YOUR TEAM IS UNIQUE, AND SO SHOULD BE YOUR APPROACH

This collective shift is not a destination; it's a journey. It takes a **thoughtful and incremental approach** to change, taking small steps that lead to significant improvements and success. It's about **progressively building a culture of trust, presence, empowerment** that resonates with your own, your team and organization's values, objectives, and strategies.

## IF YOU ACCEPT YOU ARE PART OF THE PROBLEM, YOU ARE PART OF THE SOLUTION

Regenerative leaders know that to help your teams to “regenerate” you first need to undergo your own regeneration shift. Indeed, it is this internal shift which will create a ripple effect on the people around you —colleagues, family, and others. That’s what you learned in the foundation course.

Now it’s time to leverage this personal practices to create regenerative work practices with(in) your teams, helping your team members to find new energy, to tap into their motivations, to fully embrace their autonomy while collaborating to further increase their impact and growth.

[BOOK A CALL](#)

Program Content

MAIN COVERED TOPICS



**FOUNDATION OF COLLECTIVE REGENERATIVE LEADERSHIP**

- Harness the Power of Systems Thinking
- Foster Trust through Emotional Intelligence
- Master the 3 Hats of regenerative people leadership



**EMBODY REGENERATIVE PEOPLE LEADERSHIP**

- Adopt the Deep Coaching Posture: Lead through empathy and active listening.
- Build Presence to Inspire: Align with your values and deeply connect with your team.
- Foster engagement by truly hearing others.



**CREATE A REGENERATIVE ENVIRONMENT**

- Build an empowered team for more agility
- Create a Motivating and engaging environment
- Cultivate Psychological safety for more innovation



**DRIVE COLLECTIVE TRANSFORMATION**

- Problem-Solving Together
- Cocreate Decisions for more ownership and accountability.
- Create a culture of shared goals and mutual support



**BRIDGE PERSPECTIVES**

- Communicate with Inspiration and Impact
- Foster Empathy & Compassion (Diversity)
- Turn potential conflicts into opportunities for growth.

**INCLUDED**

5 Full-day workshops

Team assessment pre & post training

2 hours individual coaching

Online content + ongoing online micro-content (1 year)

ChatGPT Coach

# YOUR TRANSFORMATION PATH



LIVE EVENTS

ONLINE CONTENT /  
PODCASTS

**KICK-OFF** > **Foundation Of Collective Regenerative Leadership**  
June, 25th  
Understand how to move from personal regenerative leadership to collective shifting

**TEAM ASSESSMENT**

**1 MODULE 1** > **Embody Regenerative Leadership**  
September, 19th  
Adopt regenerative leadership practices from a cognitive, emotional and somatic point of view

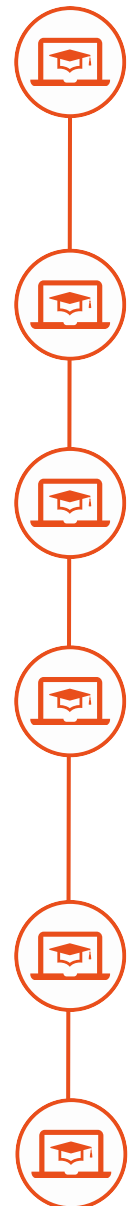
**2 MODULE 2** > **Create A Regenerative Environment**  
October 16th  
Understand and adapt the collective drivers of your team's engagement and drive

**3 MODULE 3** > **Drive Collective Transformation**  
November 18th  
Work collaboratively, fostering shared ownership, accountability, and better results

**4 MODULE 4** > **Bridging Perspectives**  
December 12th  
Communicate effectively, embrace diversity, and turn challenges into opportunities

**TEAM ASSESSMENT**

**CLOSING** > **2 Hours Individual Coaching**  
To create your own action plan, answer all your questions and review your team assessment



1 YEAR WEEKLY  
ONLINE CONTENT  
+ CHATGPT COACH

Your Benefits

# A WIN-WIN-WIN FOR YOU, YOUR TEAM AND ORGANIZATION

## YOU



As a regenerative leader, you'll deepen your ability to foster a thriving work environment where energy, purpose, and creativity flow naturally. You'll experience greater fulfillment by leading with clarity and confidence, inspiring others while sustaining your own well-being and growth. Your leadership will empower meaningful impact without sacrificing personal balance.

## YOUR TEAM



Your team will thrive in an environment built on trust, psychological safety, and shared purpose. They will feel energized and connected, taking ownership of their roles while contributing creatively and collaboratively. Resilience and adaptability will become second nature, resulting in higher engagement, satisfaction, and lasting impact on team performance.

## YOUR ORGANIZATION



Your organization will benefit from a renewed culture of sustainable performance and innovation, driven by engaged teams and purposeful leadership. Collaboration and agility will flourish, reducing resistance to change while aligning efforts with long-term goals. This ripple effect creates a more inclusive, sustainable, and ethical workplace, positioning the organization as a leader in regenerative practices and a magnet for top talent.

## Change yourself, change the world

"Before you can lead a regenerative team, it's essential to begin with your own individual transformation."

SPECIAL OFFER

REGENERATIVE LEADERSHIP  
FOUNDATIONS

IN-COMPANY  
PROGRAM

Want to conduct this transformation journey with your whole team or organization? We can design a tailor-made transformation path for your organization

JOIN BOTH PROGRAMS = ~~7.500€~~ **6000€**

BOOK A CALL



## PRACTICAL INFO



### NEXT START

June, 25th 2025



#### LANGUAGE

English



#### TIME INVESTMENT

- 5 full day workshops
- +/- 2h per week (online content)
- 2h individual coaching



#### PRICE

4500€ excl. VAT

#### SPECIAL OFFER

6000€ excl. VAT

for both Regenerative Leadership Foundations & Regenerative Leadership - Collective Shift



#### CERTIFICATION

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

Yvain CORNET  
COO @Pulsaart by AGC

The **empowerment of my team increased!** So much in fact that my boss and other teams joined the program as well to get the same result.



## READY TO START?

[BOOK A CALL](#)



## ABOUT US



**VALERIE VANGHEEL**



**“The grass isn’t always greener on the other side, it’s greener where YOU water it”.** That’s one of my many mantras, as a person, a leader and a professional.

As a coach and trainer, **motivation and more specifically professional motivation is the topic which I’m the most passionate about** as I strongly believe that it is a fundamental lever for societal well-being. Indeed, when people are professionally motivated, they can contribute positively not only to their own development, but also to that of their environment. When you are professionally motivated, you’re not only a great boss or colleague, but also a great life partner, a great parent, a great neighbor or friend ...

**Regeneration is central to my work,** as I believe people, teams, and organizations already possess the elements needed to evolve and make a greater impact. However, it happens these resources are often misused, depleted, or underutilized. **Regenerative leadership is about that: creating a collective shift to better harness and optimize them.**



[valerie.vangeel@peopلمانtra.be](mailto:valerie.vangeel@peopلمانtra.be)



[www.peopلمانtra.be](http://www.peopلمانtra.be)



**MURIELLE MACHIELS**



I never imagined I’d one day help leaders create work cultures where people truly thrive. **As a former CEO, I learned through experience how to build a regenerative work environment—one that delivered double-digit profit growth, eliminated burnout, and reduced absenteeism by 50%.** Most importantly, it allowed me to stay present for my family while leading with purpose.

Since then, it’s been a privilege to guide more than 1000 leaders to create similar results for their teams and organizations. My approach focuses on regenerative leadership—aligning energy, purpose, and impact to foster resilience, innovation, and long-term success.

**My dream is to create a regenerative work culture worldwide, so fulfilling that people won’t want to retire.** I also host the "Rebel Leader with a Heart" podcast, where I share insights on regenerative leadership. **If you’re ready to create a culture where people and performance flourish together, I’d be honored to help you on your journey.**



[murielle@qileader.com](mailto:murielle@qileader.com)



[www.qileader.com](http://www.qileader.com)