



CROSS ROADS

CONNECTING PURPOSE, PEOPLE & PERFORMANCE



We don't teach, we tune.....

Leading yourself into the future

When your professional life has been shaken then it's time to reflect, to muster the strength to make the right choices and lead yourself into the future. Taking ownership requires courage; to let go of what is no longer needed and focus; to steer yourself towards a future where you can contribute to the kind of world you want to live in

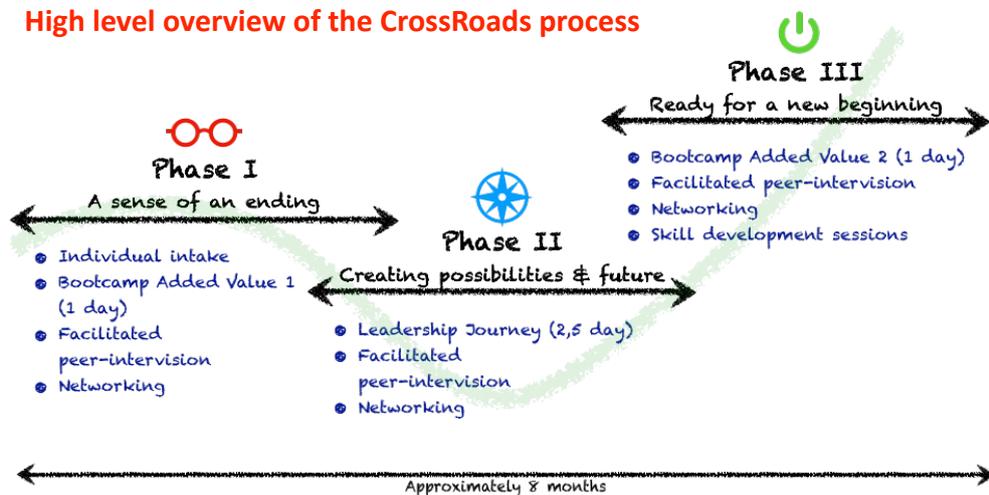
In this situation, you might very well find yourself at a crossroads. "Will I continue to do what I have always done (well)? Or is it time for a new challenge, a new road? One that is more meaningful, rewarding and fun?" RedZebra Group's CrossRoads approach is designed specifically for you to explore these questions and to prepare you for the choices you want to make. The program helps you find the connection between your purpose, drive and energy and what is sought after (hot) in the labour market. It also further develops the practical skills needed to align with your (new) ambitions. The CrossRoads program puts you back in the driver's seat of your future.

"The greatest magnifying glasses in the world are a man's own eyes when they look upon his own person".
Alexander Pope

"The EPL Program' of the RedZebra Group helped me to reflect intensively about my career, life, my drive and inner strength. The diversity of participant background, the deep dialogue with participants and facilitators enriched my personal reflection."

Ronald van Weegen
Former Head of Global Learning & Talent Development, Rabobank

High level overview of the CrossRoads process



We would like to stress that we don't sell turnkey solutions. For every assignment we move into relationship with our clients to co-create tailor made solutions (programs). We intend to sit together with the client to develop a CrossRoads program that is tailored to your needs. From a timing perspective, it is possible for us to have the first groups up and running from December 2017.



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"The EPL program of the RedZebra Group is one of the most powerful and impactful leadership programs that I know. The content and methodology are 'state of the art', the facilitators highly professional. There is a strong focus on exploring your purpose and on making it insightful, tangible and practically applicable in 'daily life'. This is not a superficial or woolly program, but inspiring for the leader who wants to change course (or organization) and who wants to bring performance to the next level."

*Bart de Ruigh
Former COO SNS Bank*

RedZebra Group CrossRoads, a brief description

Your development process is central in this approach. We kick-start this process with an individual intake during a long walk in a beautiful natural setting. Here you begin to craft your personal goals; What is it that you really want to achieve?

Although your journey is highly personal, years of experience have shown us that traveling together has a profoundly deepening and enriching effect on your outcomes. In a small group of like minded peers you'll continue your journey, facilitated by experienced senior professionals who have been in your shoes themselves.

Next you'll use networking as a powerful tool to discover how your added value is perceived in the market. A 1.5 day, residential program provides you with all the insights, tools and experience needed to be successful during this stage. In addition, peer-to-peer coaching (facilitated by a senior professional) will help you to stay focussed.

If needed, the RedZebra Group Alumni network will be made available to offer extra network opportunities



With the insights of your perceived added value it's now time to explore your personal compass, your 'True North'. During an intensive, 2.5 day residential Leadership Journey (EPL) you will come to understand the powerful qualities and behavioral patterns that underpin your leadership. You will also discover the limiting beliefs that hinder or hold you stuck and find ways to break through. You will create a Personal Compass that helps you to change course and navigate towards the future that you want and see as possible.

And there you are. You know where you come from, where you want to go and you have a clear indication about what might be promising for you in the labour market. Most certainly you have captured great ideas about your future. You may be coming to a decision to leave your organization or stay, but to change the way you work. In this phase, we rework your 'Added Value 1.0', creating an appealing 'Added Value 2.0' – a version that is both congruent with your Personal Compass and attractive to the market. During a one-day workshop we develop this into a concrete 30-60-90-day action plan that fills you with the confidence and motivation to implement it successfully.

Implementing your personal plan takes dedication, effort and courage. CrossRoads recognizes this and provides peer-to-peer coaching sessions (facilitated by a senior professional) once a month for three months. These peer coaching sessions foster sharing, reflection, learning, fun and ensure the support that you need in order to sustain your journey. Additionally we provide bespoke skill developing workshops that align with your (new) ambitions.

After approximately 9 months we celebrate the journey taken, the route chartered by you and your peers and the personal growth and development. You'll recognize that your growth will continue, you're support network is in place and goals realized...

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