



Raymond Honings
Facilitator/Coach

Raymond is results-driven. He works with clients to recognise and change their own patterns, learn how to cope with pressure and complexity, and tap into their own positive resources. Raymond stands for a creative but practical approach where he always looks at the bigger picture and therefore always works towards a clear vision.

Raymond specialises in Executive Coaching, Leadership Training, Team Coaching and Organisational Change. Some of the areas he coaches in include:

- Leadership and Management Coaching
- Vision development
- Leadership and Talent Development
- Cultural change
- Performance Management
- High-Performance Teams
- Value-based coaching
- Organisational Constellations
- Increasing personal confidence and resilience
- Communication Skills
- Facilitating workshops

Raymond has helped people to positively change all over the world. In a telecom organisation of over 1000 employees across Europe and Australia, Raymond designed and delivered a cultural change programme aimed at increasing employee engagement and driving sales. He did this by working at multiple levels (Board, Line Management, Employees).

Through several creative workshops, he helped to create role models vertically through the organisation, instilling an attitude of creativity and curiosity. Not only did this programme bring the company culture to a new level, but sales also went up, employee engagement increased, and, above all, the company was able to leverage all of the previously untapped knowledge and wisdom of their employees to get the company to the next stage of growth.

In another example of driving change, Raymond designed and delivered an ongoing Leadership Development program for a retail organisation based on the principles of managing a VUCA (Volatile, Uncertain, Complex and Ambiguous) world, igniting creativity within teams to increase performance, and balancing strategic thinking and short-term goals. The result was not only improved business performance, but overall a marked reduction in sickness rates among employees who are now less likely to experience burn out.

Raymond holds certifications in the following areas:

- Personal Coaching
- NLP Master Coach (ABNLP)
- NLP Trainer (ABNLP, HNLP, PsiNLP, ILM)
- Organisational Constellations (Bert Hellinger)
- Team Performance Coach (Team Coaching International)

He believes that when you reconnect people, teams and organisations with their core, their inner passion and their strengths the effect will be long-lasting and doesn't stick for just a few months.