

## Raymond Honings

Program Lead: Team Effectiveness

*Practical, creative, empowering.*

*Loves the sea, travelling & technology.*



### In a nutshell

Raymond designs and leads large-scale behavioural change programs at a global level for some of the world's leading brands. He has exceptional experience working with senior teams – coaching and supporting them to overcome barriers to performance and to become highly effective leaders.

### Key responsibilities

As an Artgym Master Practitioner, Raymond combines his solid business experience with his astute understanding of management behaviour in order to coach and facilitate our clients across North America, Europe, the Middle East and Africa. Always looking at the bigger business picture, Raymond's approach is to unlock people's thinking, enabling them to tap into their own resources and to make positive and lasting change.

### Areas of expertise

- Executive coaching
- Leadership training
- Team coaching
- Organisational change
- Online workshop facilitation

### Programs delivered

- Leadership & management development
- Vision development
- Talent development
- Cultural change
- Performance management
- High-performance teams
- Value-based coaching
- Organisational constellations
- Confidence and resilience
- Communication skills

## **How Raymond makes a difference**

Raymond always shares his wealth of knowledge and experience and brings just the right balance of business acumen, empathy and insight. His style is to make his sessions practical, relaxed and enjoyable but he has a laser focus on achieving outstanding business results: a member of one of Raymond's recent groups added €900K of extra revenue in just one month, by putting into practice the tools Raymond had taught him.

## **Most proud of...**

The results achieved from a major cultural change project to realign a client's core values: 80% of employees felt connected with the company's brand new vision and values, increasing employee engagement, lowering staff turnover and driving sales.

## **Some companies she has worked with:**

Adidas, AXA, Capgemini, Hyperoptic, Kering, Lebara, STADA

## **Qualifications/certifications**

- Personal Coaching
- NLP Trainer and Master Coach
- Organisational Constellations
- Team Performance Coach
- University of Applied Sciences

## **Awards**

- Part of the team that won Gold in the Brandon Hall HCM Excellence Awards for 'Best Innovative or Unique Leadership Program 2021'

**“When you reconnect people, teams and organisations with their inner passion and their strengths, the effect will be truly long-lasting.”**