



**ANNE  
FERRETJANS**  
Executive Coaching

# TALENT AWAKENER FOR EMERGING LEADERS

## INTRODUCTION

January 2025

# Awakening Facts

**At Individual and  
Organizational levels**

6 in 10 people are emotionally detached at work and 18% are miserable. AND there is a growing number of workers who want **purpose** and meaning from their work and want to be known for what makes them **unique**. \*

*42% of employees who voluntarily left their organization in the past year report that their manager or organization could have done something to prevent them from leaving their job.\*\**

# Talent Awakening Pillars



## Awaken SELF

Ignite self-  
discovery through  
**Individual  
Coaching**



## Awaken SYNERGIE

Inspire growth  
through  
**Team Coaching**



## Awaken LEADERSHIP

Uncover authentic  
**leadership**  
through  
Experimentation

# Awaken Self Individual Coaching

**Creates a safe space for individuals to explore and connect with their authentic selves, ignites self-discovery.**



Identify your strengths and leverage them to reach your objectives.



Align them with your purpose will help you achieve greater balance and effectiveness.



Define the impact you want to have as a leader.



# Individual Coaching: Packages

## DISCOVERY



### 3 Coaching sessions:

- First session: 1H30
- 2 online sessions of 1 hour
- 1 closing session of 30min
- In-between sessions  
WhatsApp and emails

## EXPAND



### 5 Coaching sessions:

- First session: 1H30,
- 4 online sessions of 1 hour
- 1 closing session of 30min
- In-between sessions  
WhatsApp and emails

## ELEVATE



### 10 Coaching sessions:

- First session: 1H30
- 9 online sessions of 1 hour
- 1 closing session of 30min
- In-between sessions  
WhatsApp and emails

# Awaken Synergy Team Coaching



AF Executive Coaching guides new-generation managers connect with their purpose and lead authentically. By leveraging their strengths and aligning with their values, the program **inspires growth** and drive collective success within their organizations.



The program, through a collaborative approach, results in **greater efficiency and enjoyment** at work, helping organization to develop and **retain** top talent.



# Awaken Leadership Leadership Exploration

Combining key concepts with hands-on practice, this training is designed to equip emerging leaders with the foundational Leadership skills:

➔ **Feedback**

➔ **Delegation**



**Motivation** ←

**Co-Development** ←

# The Awakener Program

A customizable **4-step program** designed to build trust and clarity within teams, enhancing collaboration and engagement. Participants will connect their strengths to their purpose and feel valued for who they are. By fostering authenticity, individuals become more engaged, leading to personal growth and increased performance and retention.

## MODULE 1

Awaken Self

### *Individual coaching*

- One-to-one exploration of the manager's strengths
- Learning how to apply these strengths to optimize wellbeing and efficiency

## MODULE 2

Awaken Synergy

### *Workshop*

- Understanding the strengths of each other and how to best leverage them as a team
- Defining what they need from each other to realize their potential as a team

## MODULE 3

Awaken Leadership

### *Workshop*

- Discovery of the foundations of Leadership skills
- Engage in interactive workshops to uncover your leadership style
- Explore core leadership principles to build authentic influence
- Develop actionable strategies to lead with clarity and confidence

## MODULE 4

Leadership Alignment

### *Workshop*

- Facilitating an open dialogue between emerging leaders and their managers, showcasing progress and key learnings from the coaching journey
- Fostering mutual understanding to enhance collaboration and organizational impact



# Your Talent Awakener



**My purpose** is to awaken each individual's uniqueness, guiding them to lead with authenticity and heart. I became an Executive Coach to have a direct impact on how people succeed and shine.

**My coaching style** is rooted in empathy, creating a supportive environment where clients feel heard, valued, and constructively challenged and ready to take action. With a background in Executive Search (Heidrick & Struggles), Corporate (Amcor), Consulting (a-connect, pioneer of the Future of Work), and Talent Development, I graduated from the IMD Executive Coaching Program in 2023 and became an ICF (ACC) certified coach in 2024, as well as a Gallup CliftonStrengths certified coach.



**My top CliftonStrength** is Individualization, ensuring my approach is tailored to your unique needs. Based in Zürich, I offer coaching in English and French, both on-site and remotely.



**ANNE  
FERRETJANS**  
Executive Coaching



# AWAKENING TOOLBOX



# Team Coaching Case study

## OBJECTIVE

- Setting the Leadership Team of a start-up on the path to be a high performing team
- Understanding of what they need from each other to realize their potential as a team
- Revisiting their Values

## PROCESS

- CliftonStrengths Assessment: individual debriefings (pre-workshop) and collective exercises
- Self Assessment of Team Collaboration and Brainstorming with Action Plan
- Collective Feedback Tool
- Revisiting Values



## TESTIMONIAL



*Anne guided us through a transformative two-day offsite with the Leadership team, deep-diving into individual strengths, fostering trust through meaningful exercises, and establishing core company values. All with a profound abundance of empathy that navigated our workshop.”*

# The CliftonStrengths Philosophy

Gallup has identified 34 strengths, grouped into four categories

Executing

Influencing

Relationship  
Building

Strategic Thinking

A person whose top strength is **Empathy**, is naturally attuned to the emotions and feelings of those around them, which makes them excellent at understanding team dynamics and supporting others emotionally. This talent can be particularly powerful in leadership roles where understanding and motivating others is crucial. Knowing their strengths allows individuals to focus on **what they do best**, rather than trying to fix their weaknesses.

When people use their strengths daily, they are more engaged, perform better, and are more likely to thrive in their roles. It helps individuals:



**Increase confidence** by knowing their unique talents.



**Enhance performance** by leveraging strengths for better productivity and decision-making.



**Build better relationships** by understanding how their strengths interact with those of others.

Gallup's studies show that teams that focus on strengths have up to **18% higher productivity** and **20% lower turnover**.



Employees who use their strengths daily are **6 times more likely to be engaged at work**.