



SMART MIND

Business brochure



SMART MIND

Attitudes raise talent.

ABOUT SMART MIND

Smart Mind is working with organisations in the **elite sports world** and the **business world** to help individuals and teams to develop their full potential.

Based on research and experiences in both worlds, our team of performance psychologists developed a coaching methodology that focusses on developing **"7 High Performance Attitudes"** to increase the wellbeing and the probability of consistent success within individuals and teams.



Smart Mind is founded by **Ellen Schouppe** a sport and performance psychologist. She has a background in working as a HR professional in international companies and guiding elite sports teams as the Belgian Cats & Belgian Cheetahs, towards qualifying and performing at the Olympic games. Find her CV on page 7&8.

OUR APPROACH & SERVICES



Since every organisation, team, manager and employee functions in a unique business context, every Smart Mind **project** will be **customized**.

We like to propose a wide and modular panel of services, hoping that this suits the needs and expectations of the client.

Smart Mind services can be combined in a Development Track or can be "stand-alone" interventions like a **keynote**, a **workshop**, **individual coaching** sessions, a **team coaching** or a **team building**.

Our services & training programs are built to develop the 7 high performance attitudes and are tailored for **different target groups**:



Young Professionals

Besides their degree and limited experience, Young Professionals benefit from developing the 7 attitudes that will lead them to high performance.



Teams

From a good to a great team. Our team development track is created to improve team dynamics, wellbeing and team performances.

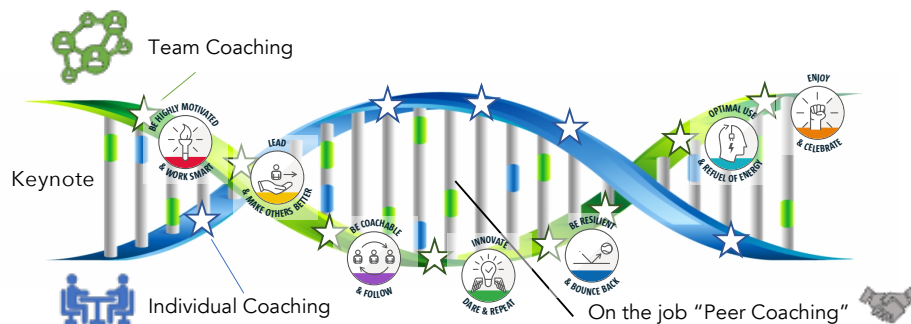


Leaders

Leaders are made, not born. We guide leaders (at any stage of their career) to develop and apply the 7 high performance attitudes in their unique leadership style.

SMART MIND - Development Tracks

A **development track** is the best way to create a real behavioural change within your organisation, leading to long term performance improvements. In a track we foresee one kick-off moment and 7 workshops, spread over 6 to 9 months. We often have half a day workshops, but we could also think of combining 2 half a day workshops in a one day off-site teambuilding moment.



During these sessions:

- we **create awareness**, by letting the group reflect on the importance of a particular attitude for the own performance and how that attitude can impact the own team dynamics in a positive way
- we **bring teams into action**, through self-assessment and team goalsetting, taking into account their upcoming challenges.
- we **create openness** about peer coaching and offer a method to stimulate feedback within the team.

These development tracks are **tailor made** based on the target group identified by the client (young graduates, teams, leaders...).

SMART MIND - Individual Coaching sessions

In between group training-coaching sessions, we can offer to have **individual coaching** moments. Individual coaching is a powerful way to **boost professional effectiveness** and high performance within the organisation. It allows anyone who wants to grow and develop themselves to do so.



We use our Smart Mind coaching tool to help the person to become aware of their attitude and how those patterns of behaviour impact their individual and team performance.

Together with the coachee we identify what are his/her **individual development goals** and how they will contribute to better team performances.

Each coaching session aims to develop the coachee by bringing insights in attitudes leading to high performance and offering practical solutions through mental skills training used by elite athletes.

EXAMPLE OF A 'TEAM DEVELOPMENT TRACK'

A development track is often spread over +/- 9 months. We mostly have half a day workshops, but we could also think of combining 2 half a day workshops in a 1 day off-site training. This way we could spread the Development Track over 6 months in stead of 9.

INTERVENTION		TOPICS
Keynote & Kick-off on 7 HPA:		Through an inspiring keynote (cfr. p6), we give your team a general overview on the 7 High Performance Attitudes. We define the 7 HPA for our team. We assess how well the 7 HPA are present in the way we work within our team. We define an action plan.
Team session 1 HPA 1		What's our team DNA? What's our team identity? What's our "why" as a team and as an individual? How can we raise our efficacy as team?
Team session 2 HPA 2		How does leadership look like in our team? What is shared leadership? Strength-based leadership? What about ownership & autonomy? How do we make each other better?
Team session 3 HPA 3		What about the growth mindset in our team? How do we follow? (blind vs critical) How do we learn & deal with feedback? How do we deal with conflicts?
Team session 4 HPA 4		What about team trust & psychological safety in this team? Do we stimulate each other to get out of our comfort zone? What about creativity? How often do we think out of the box?
Team session 5 HPA 5		How do we adapt to change? How flexible are we? How do we deal with adversity? How strong are we as a team? (unity vs dispersity)
Team session 6 HPA 6		How do we manage our energy levels? What about our physical-mental-relational-existential energy levels? How do we coach each other to refuel our energy levels?
Team session 7 HPA 7 & closing		How do we create a positive & constructive team atmosphere? How do we (take time to) enjoy our teamwork ? How do we celebrate our performance & results?

When the organisation we work for already identified the Insight profiles of all team members, we reserve time in our Team Development Track to work with & on it to enhance team dynamics in a positive way.

“How to become a High Performing Team”

Belgian Cats, Belgian Cheetahs, Red Panthers & Lions... Our national teams are outperforming themselves on an international stage.

What are the secrets behind their top performances? How did they become that **successful as a team** and how do they work together to stay at that top level?



Using the **Lencioni model** as a starting point, we zoom in on a number of patterns and dynamics that typically occur in teams. Using concrete examples, we explain how teams as the Belgian Cats and the Belgian Cheetahs, raised their team performances.

In this half a day workshop we give you ideas and examples of workshops on **how to raise the performances of the teams in your organization**.

“From Team Conflict to Constructive Collaboration”

Whether you work in the corporate world or the sports world, conflicts are part of the journey in becoming a high performing team. Therefore, effective communication and conflict resolution are essential for maintaining a productive and harmonious workplace. To support this, we invite you to a transformative half-day workshop designed to equip your team with the skills to navigate and resolve conflicts constructively.

During this interactive session, we will delve into the various types of conflict that can arise within a team and explore the diverse conflict management styles that individuals employ. Understanding these styles is crucial, as they significantly influence our decision-making processes and overall team cohesion.

By participating in this workshop, you will gain valuable insights into the impact of conflict on your team's effectiveness and learn practical strategies to enhance your communication. Our goal is to foster an environment where conflicts are not merely managed but are transformed into opportunities for growth and innovation.



Join us in this enriching experience to improve collaborative efforts and build a stronger, more resilient team. Let's work together to communicate better, resolve conflicts swiftly, and make more informed decisions that drive our success.

SMART MIND - Keynotes

The world of business and sports have far more things in common than most people expect. By using examples from the sports world and making the parallel with the challenges faced by business people daily, we explain how focussing on developing these attitudes can lead to an improvement of the wellbeing and performance at work.

1. From elite sports to business, "7 attitudes leading to high performance"



Top performers distinguish themselves by their attitude: they go through life with a winners' mentality, learn with a growth mindset, dare to push their limits, show resilience through challenging moments and enjoy their path leading to success. These "High Performance Attitudes" can be developed by anyone and are the key to deliver top performances. This keynote will be a source of inspiration on how you and your teams can raise your talents to be **successful in life and work**.



2. The power of motivation: "The way to make dreams come true"

High performers are extremely focussed on realising their objectives. Learn how defining your ambitions at work and in daily life, together with setting motivational goals, can contribute to developing a laser focus. In this keynote we make you discover your own sources of motivation by the use of the self-determination theory.



3. Authentic and shared leadership: "Leading from your strengths"

The best leaders lead with their strengths, but what makes it so powerful? In this keynote we use examples from high performing sports teams to define the principle of authentic and shared leadership. In the sports world we came back from the idea of having only 1 captain leading on and off the field. Learn how to identify and create your own leadership team to bring together the strengths of your team members and get more self-directed teams.



4. Become the best version of yourself: "Seeds for personal growth"

Brains and talent are just the starting point. Active listening and a growth mindset have become essential when you desire to thrive in an organization. How proactive are you when it comes to your own development? This keynote inspires you to develop yourself and others through discovering the power of the growth & outward mindset and the use of feedback and feedforward.



5. "Outside the comfort zone is where the magic happens"

'I never lose: or I win, or I learn.' Get inspired by how elite athletes think and push themselves to leave their comfort zone, land in their stretch zone and what mental imagery can do to facilitate this. In this keynote we will explain the importance of creating a safe environment through a positive coaching philosophy to help the people your working with to develop their talents, grow and flourish.

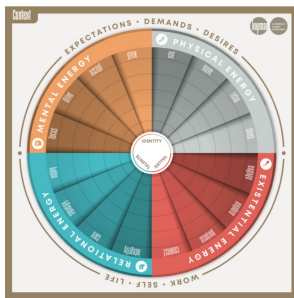


6. Building mental toughness

'Nobody is born resilient, it's build through life.' Discover how elite athletes build their self-confidence and how you could use the same techniques to face adversity and bounce back after a setback.



7. Energy management as a key for wellbeing and happiness



Due to the different roles we have in life we sometimes have the feeling we run all day long and we tend to run out of energy by the end of the day. In this keynote we will explain the interconnection between 4 different energy sources (physical-mental-relational-existential) and how to regain control over your energy levels in order to feel well and perform well, at work and in life.



8. Discover your 'ikigai' and bring happiness and meaning to your life

What do most elite athletes have in common? They found their purpose in life, their own 'Ikigai'! In this keynote we will guide you to discover your own 'Ikigai'. Finding answers on the following questions will transform the way you head to your career goals and goals in life.

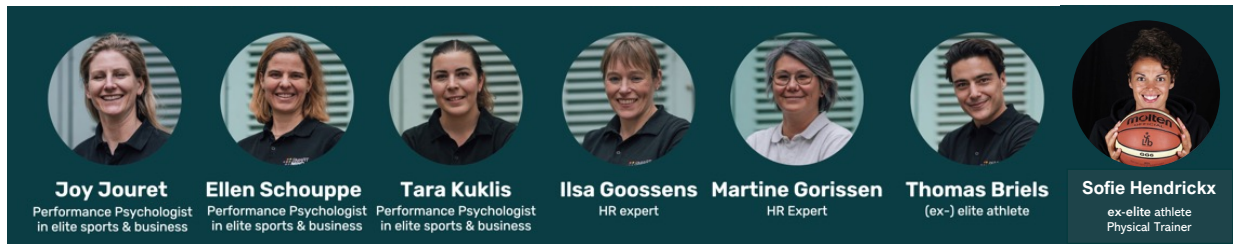
- ✓ what are you good at?
- ✓ what do you really love (to do) ?
- ✓ what does the world needs?
- ✓ what can you get paid for?

On top of that, having a clearly defined 'Ikigai' will make you enjoy the process even more than the result, meaning you will experience higher levels of satisfaction and happiness!



SMART MIND CONSULTANTS

Our consultants are experienced professionals in the world of elite sports and in the business world. They are qualified to work with different personality profiling instruments (such as MBTI, Insights Discovery and Enneagram). Other tools may also be used during the coaching sessions. Examples are: Thomas/Kilman conflict styles, Lencioni questionnaires, 360° questionnaire, Shared Leadership, Ofman Core Quadrants, Stress and Burn-out questions, etc...



CONTACT

For more information about Smart Mind, feel free to contact us on:

Ellen Schouppe
0475/27.16.68
ellen@smart-mind.be

www.smart-mind.be
Oudebaan 154
1790 Affligem