

STERKER DOOR STRESS

*"Hoe leiders stress
kunnen omzetten in
veerkracht."*



BUILT FOR
ENDURANCE



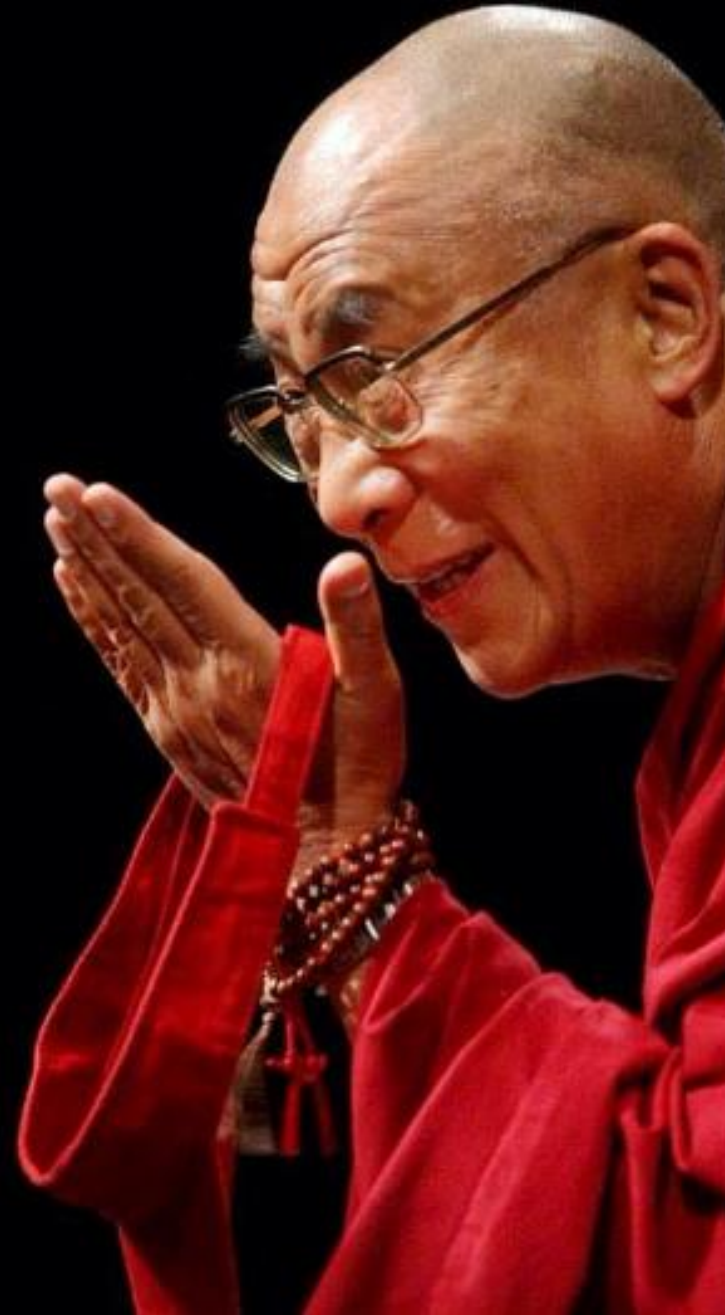
Steven Selleslags en **Lieven Van Linden** zijn de bezielers van Built For Endurance.

"Het is onze gezonde obsessie om gedreven leiders en hun teams te helpen naar een leven met meer energie, verbinding en bezieling."



" Wat me het meest verbaast
bij de westerse mens is dat hij
zijn gezondheid opoffert om
veel geld te verdienen.
Vervolgens offert hij het geld
weer op om zijn gezondheid te
herstellen. En dan is hij weer
zo bezorgd over de toekomst,
dat hij niet geniet van het
heden, met als gevolg dat hij
niet in het heden, maar ook
niet in de toekomst leeft. Hij
leeft alsof hij nooit zal sterven
en sterft terwijl hij nooit
geleefd heeft".

Dalai Lama



Duurzaam business performantie start bij duurzaam leiderschap performantie

**Harvard
Business
Review**

More Than 50% of Managers Feel Burned Out

by Dawn Klinghoffer and Katie Kirkpatrick-Husk

May 18, 2023

**WORKFORCE
INSTITUTE**
@UKG

***"Managers impact
employee's mental health
(69%) more than doctors
(51%) or therapists
(41%)"***

***"40% of the C-suite says
they will likely quit within
the year because of work-
related stress"***

GALLUP

WORKPLACE NOVEMBER 18, 2021

Manager Burnout Is Only Getting Worse

***"Managers report more
stress & burnout, worse
physical wellbeing and
worse work-life balance
than the people they
lead."***



Uitdagingen voor de leider van vandaag

Hybride werken – 'always on' mentaliteit

Meerdere stakeholders met uiteenlopende belangen

Continue 'change trajecten' met verhoogde complexiteit

Van manager naar 'coach' (incl. care & nurturing)

Onzekerheid qua toekomstperspectief

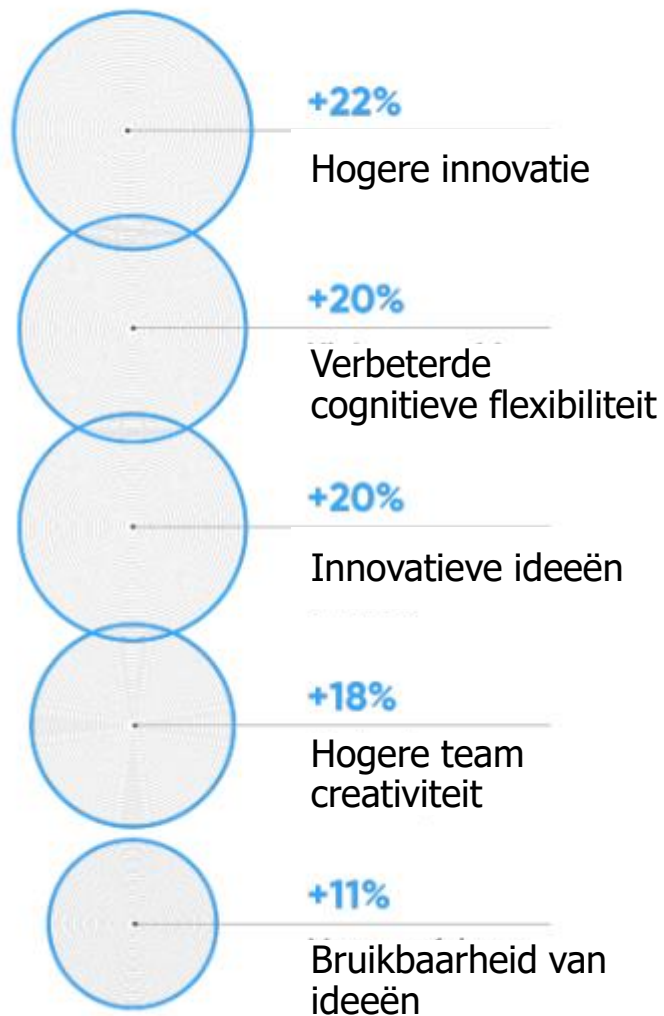
Balanceren tussen professioneel, gezin en me-time

**WIE
ZORGT
VOOR DE
LEIDER?**



**VAN VERLOREN
NAAR
VEERKRACHTIG**

I Veerkracht levert een innovatie voordeel



I Veerkrachtige leiders investeren in relaties



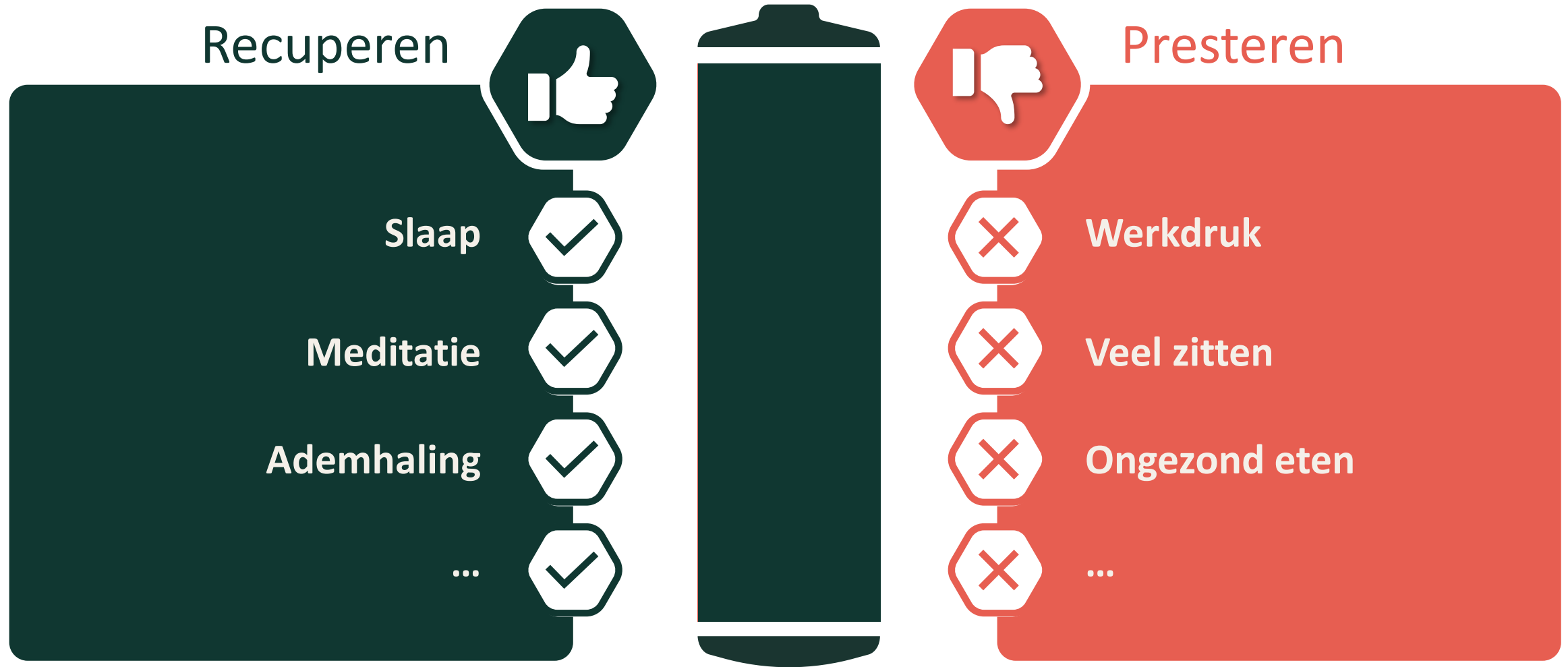
DE VOORDELEN VAN VEERKRACHT



BIOMETRISCHE METINGEN



It's all about managing your energy...

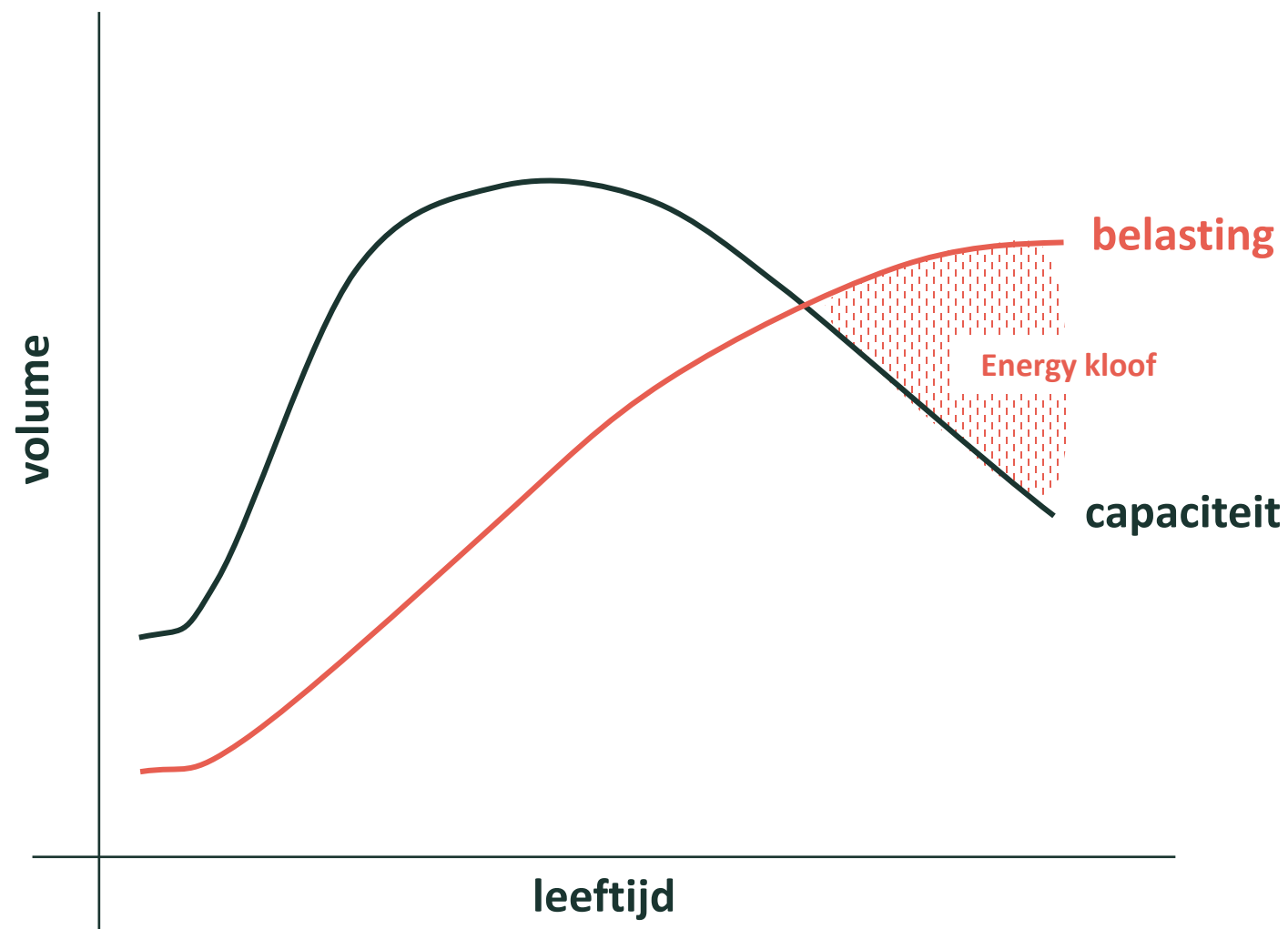


RECUPEREREN



PRESTEREN

Use it or
lose it...



RESULTATEN

**ONZE FYSIOLOGIE VORMT
DE BASIS VAN ONZE
RESULTATEN**

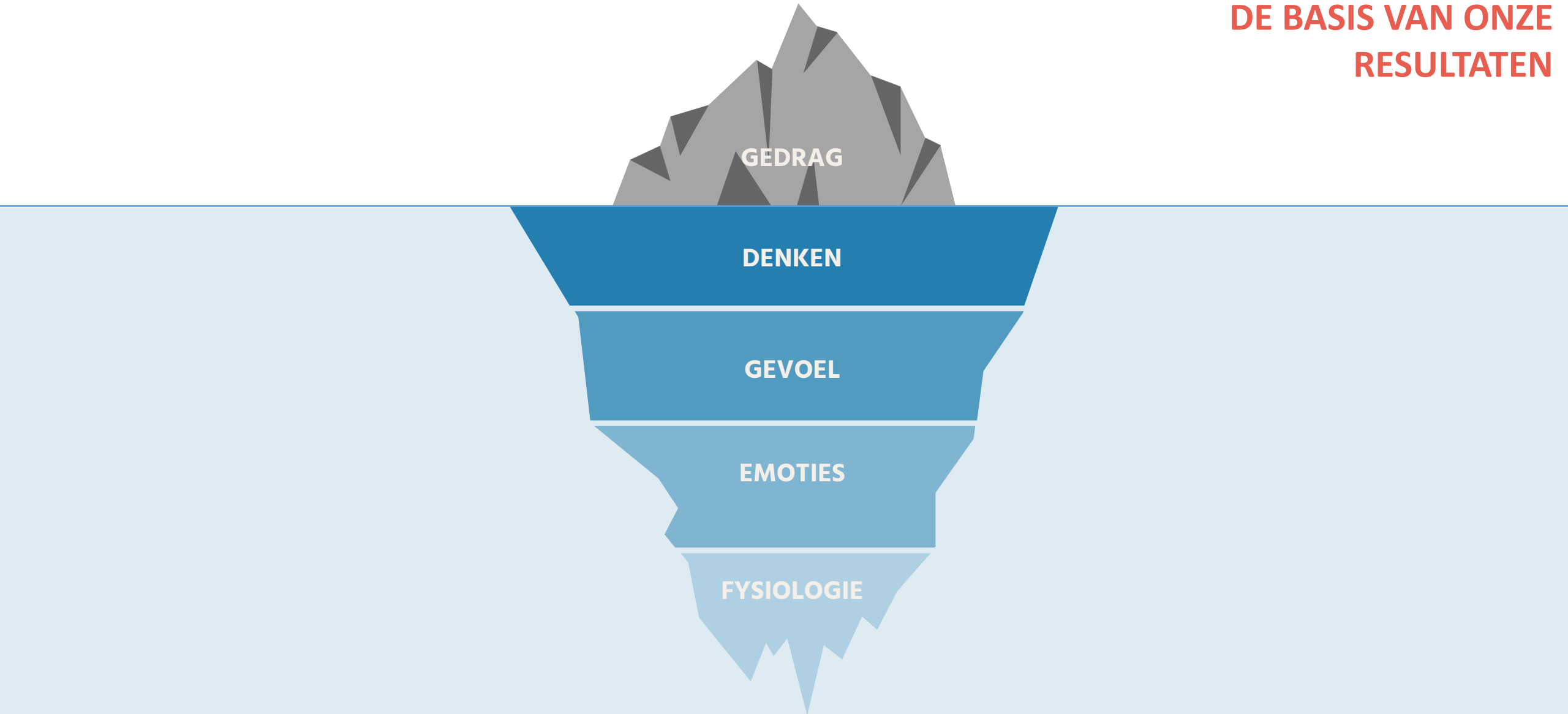
GEDRAG

DENKEN

GEVOEL

EMOTIES

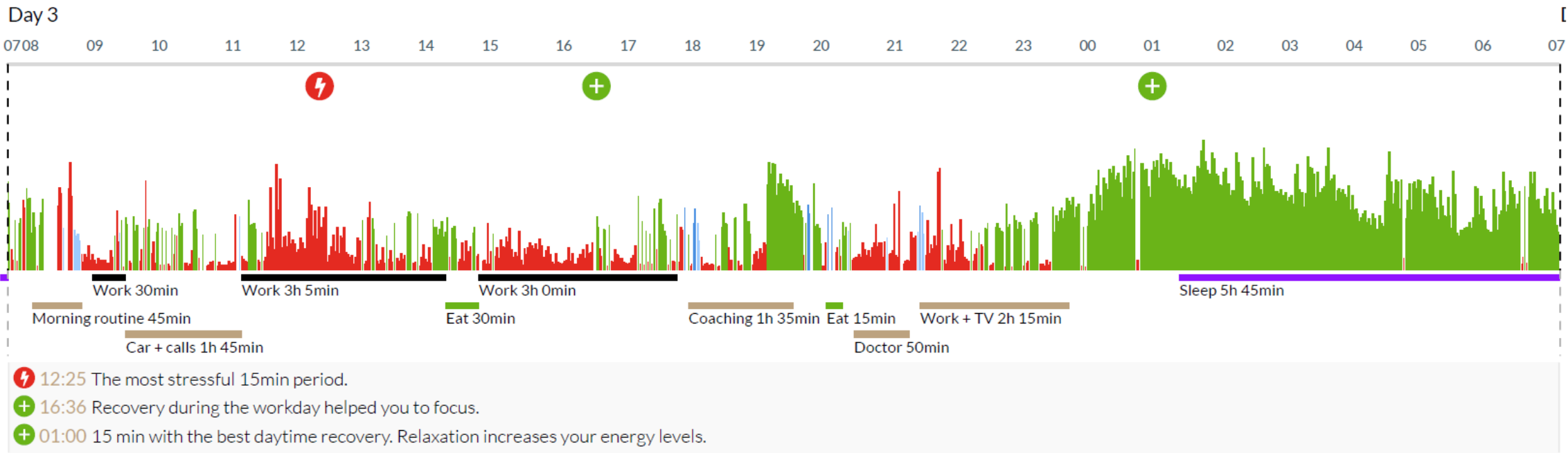
FYSIOLOGIE



Van inzicht naar bewustzijn



Day 3 Mon, 21/02/2022



Stress & recovery balance



Your recovery was excellent today.
These kinds of days promote your
health and performance. Great!

AMOUNT OF STRESS REACTIONS

10h 12min

44%

< 65%

Normal

≥ 65%

More than usual

AMOUNT OF RECOVERY

12h 4min

51%

< 27%

Low

27-36%

Moderate

≥ 37%

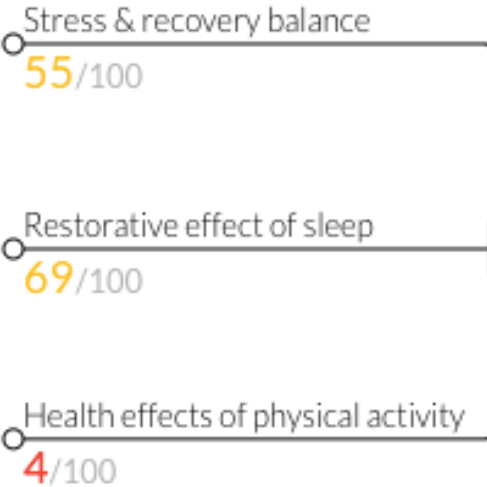
Good

Van inzicht naar bewustzijn



Moderate

85p - 100p	Excellent
70p - 84p	Good
50p - 69p	Fairly good
30p - 49p	Moderate
15p - 29p	Low
0p - 14p	Very low



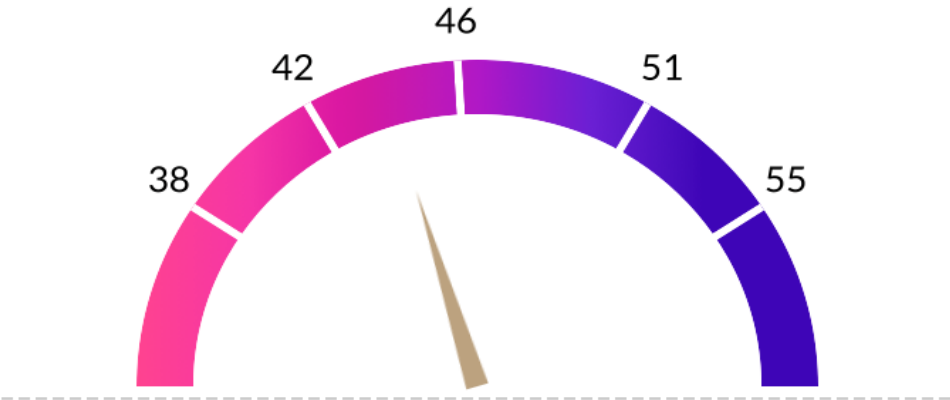
Your overall score was moderate and your measurement included some positive elements that support your well-being.

The average score for your age and gender is 59. Your score was among the lowest 20% of your peers.

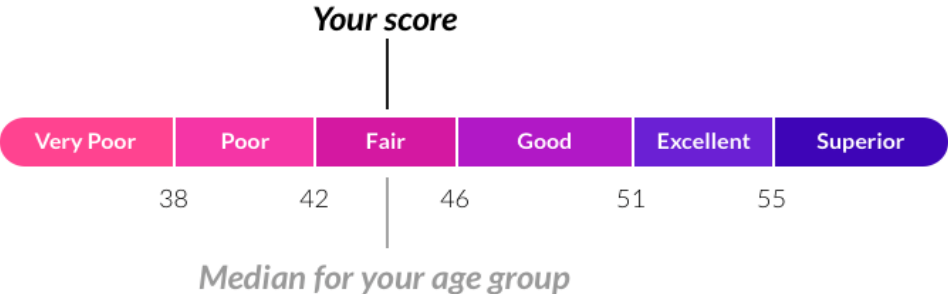


Fitness Level

Your Fitness Level (VO2max) is
Fair | **44** ml/kg/min



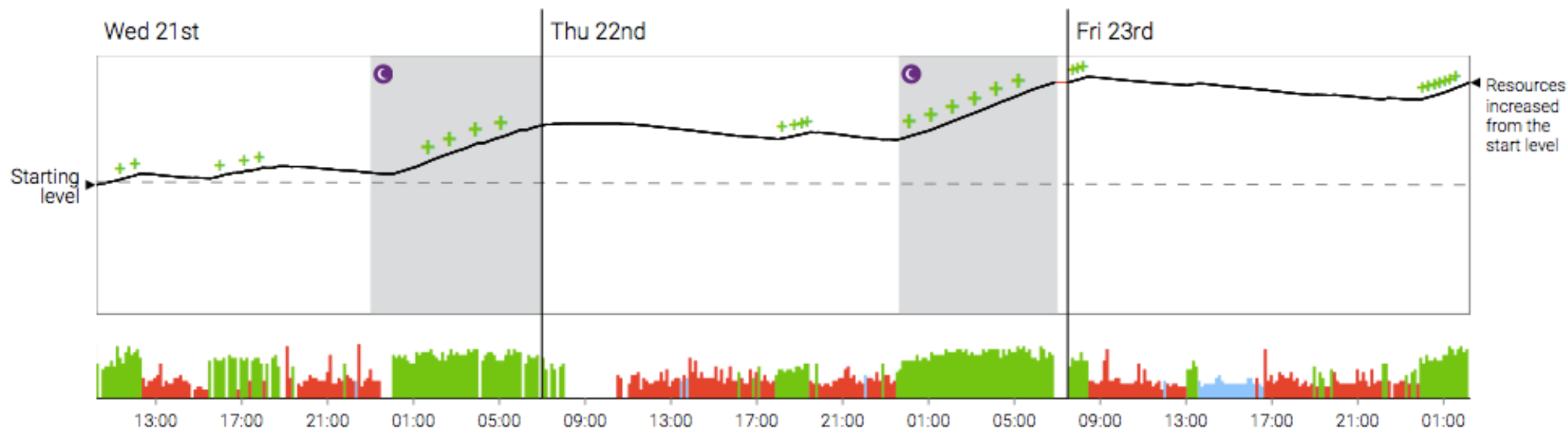
VO2max describes the condition of the respiratory and circulatory system under maximal physical exertion. In the context of your age and gender, your fitness level is fair.



Individuele performantie

BODY RESOURCES

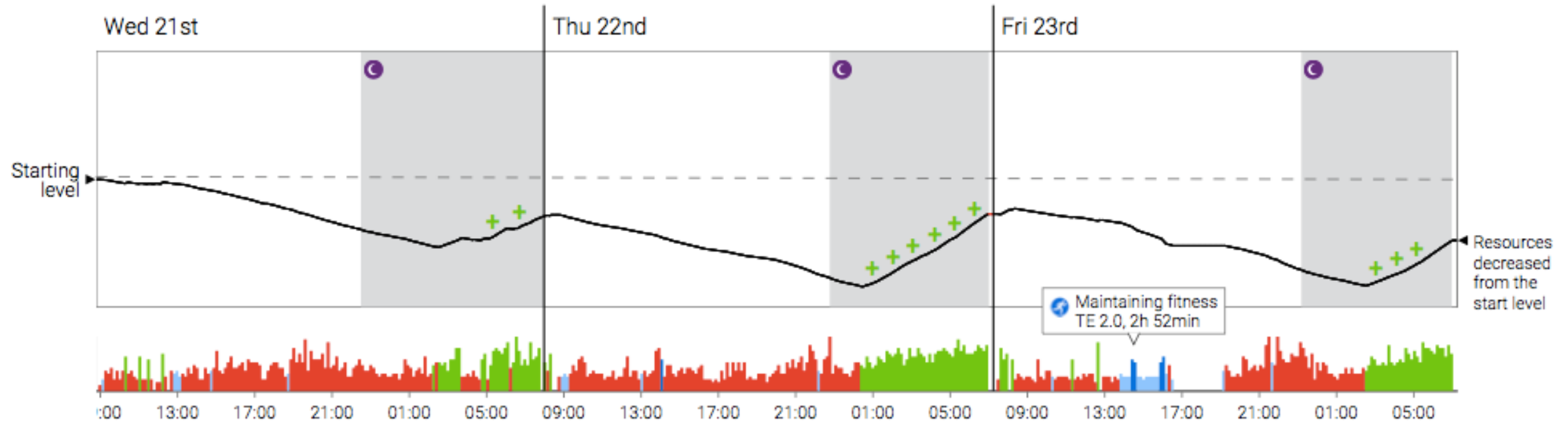
 Resources increase  Resources decrease  Significant recovery period  Stress  Recovery  Vigorous & moderate physical activity  Light physical activity



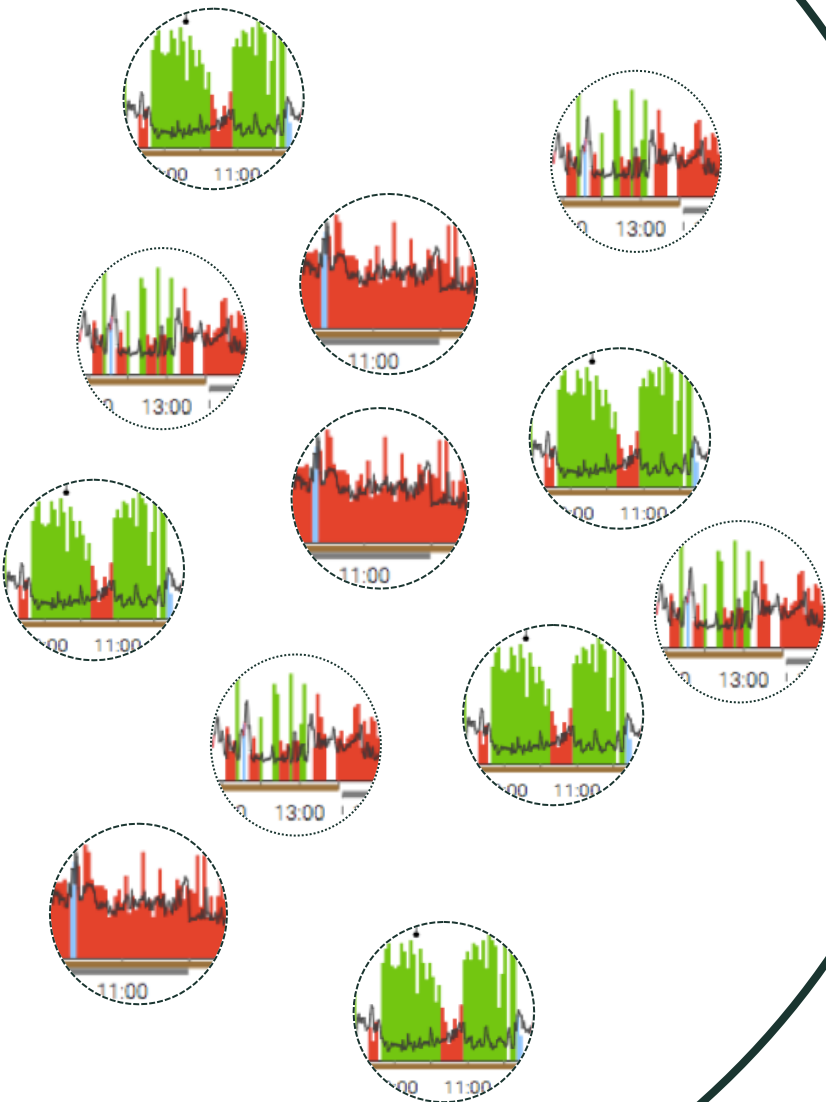
Individuele performantie

BODY RESOURCES

↗ Resources increase ↘ Resources decrease + Significant recovery period ● Stress ● Recovery ● Vigorous & moderate physical activity ● Light physical activity



Individuele performantie



Bedrijfsperformantie



See how health is distributed across your workforce and compare to industry averages

Bedrijfsperformantie

81	Sales 19 employees Good +20 points increase vs. previous quarter	57 / 100	87 / 100	90 / 100	0 employees	>
75	Marketing 45 employees Good +9 points increase vs. previous quarter	80 / 100	50 / 100	91 / 100	0 employees	>
70	Support 58 employees Good -10 points decrease vs. previous quarter	70 / 100	80 / 100	62 / 100	0 employees	>
54	HR 28 employees Fairly good +11 points increase vs. previous quarter	54 / 100	52 / 100	55 / 100	4 employees	>
54	Finance 36 employees Fairly good +3 points increase vs. previous quarter	55 / 100	53 / 100	54 / 100	0 employees	>
53	Supervisors 60 employees Fairly good No comparative result	81 / 100	41 / 100	37 / 100	4 employees	>
50	Sales 2 22 employees Fairly good No comparative result	71 / 100	40 / 100	42 / 100	0 employees	>

Bedrijfsperformantie



+ COMPANY LEVEL UNDERSTANDING



+ UNLIMITED MEASUREMENTS



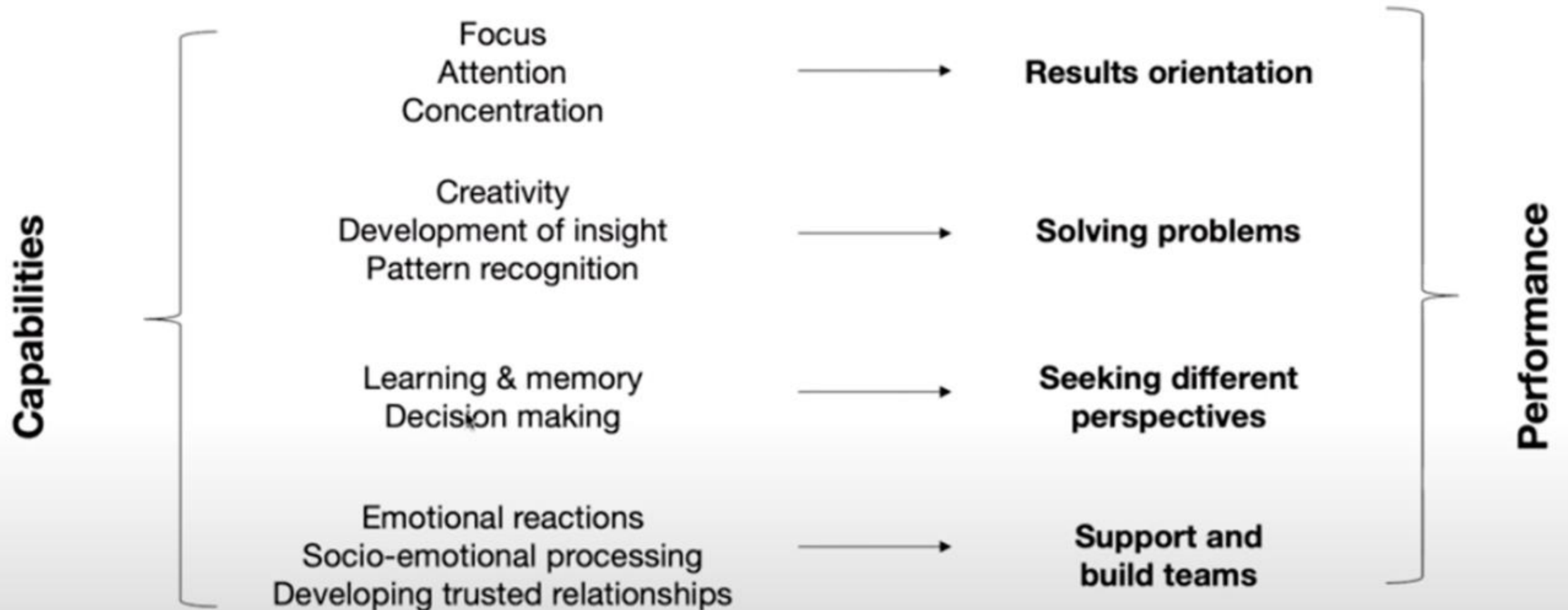
+ INSIGHTS ABOUT BODY RESPONSES



+ ADDITIONAL COACHING SUPPORT



HRV vs Succesvol leiderschap



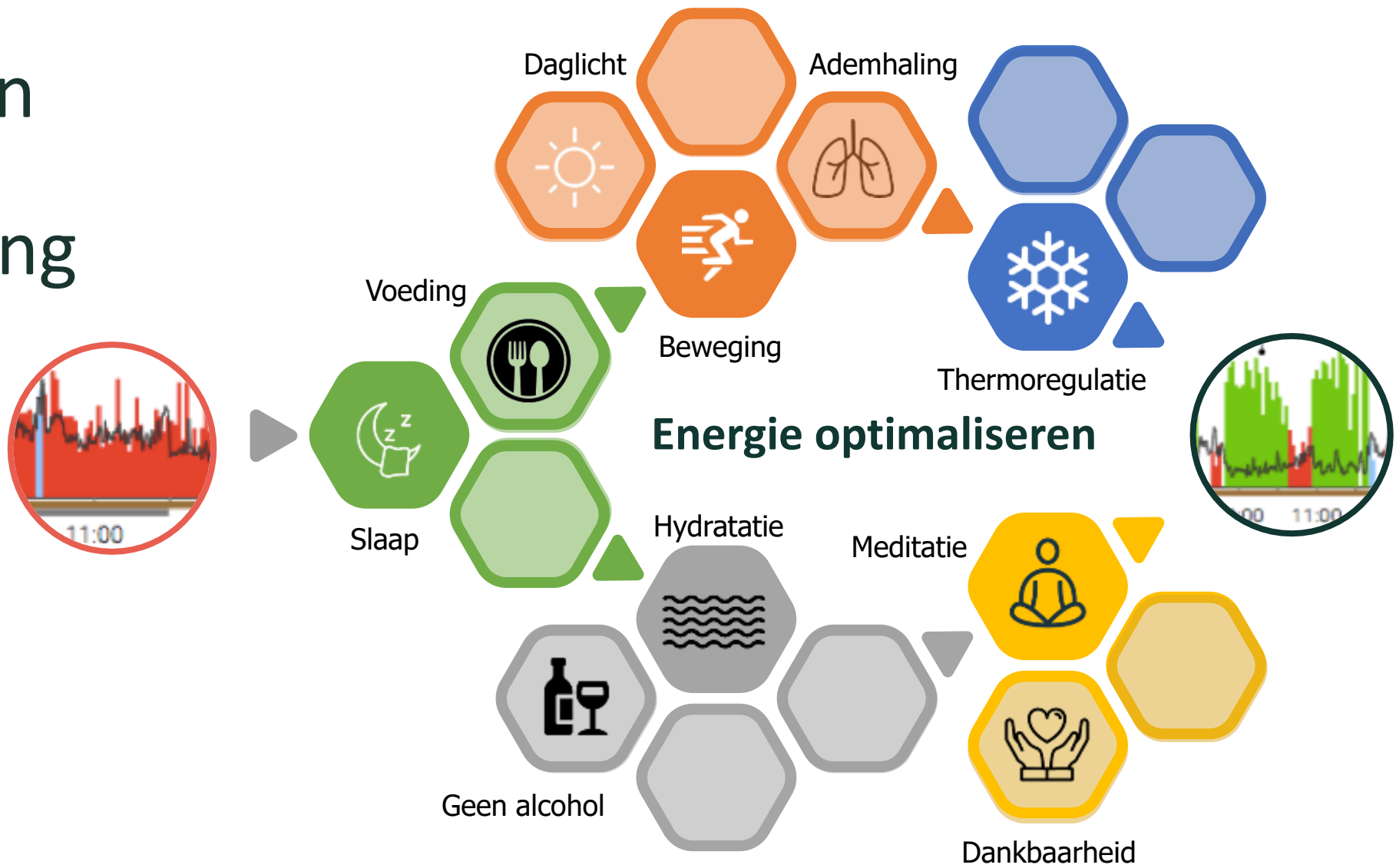
BIOMETRISCHE METINGEN



LICHAAMSGERICHTE
ERVARINGEN

 BUILT FOR
ENDURANCE

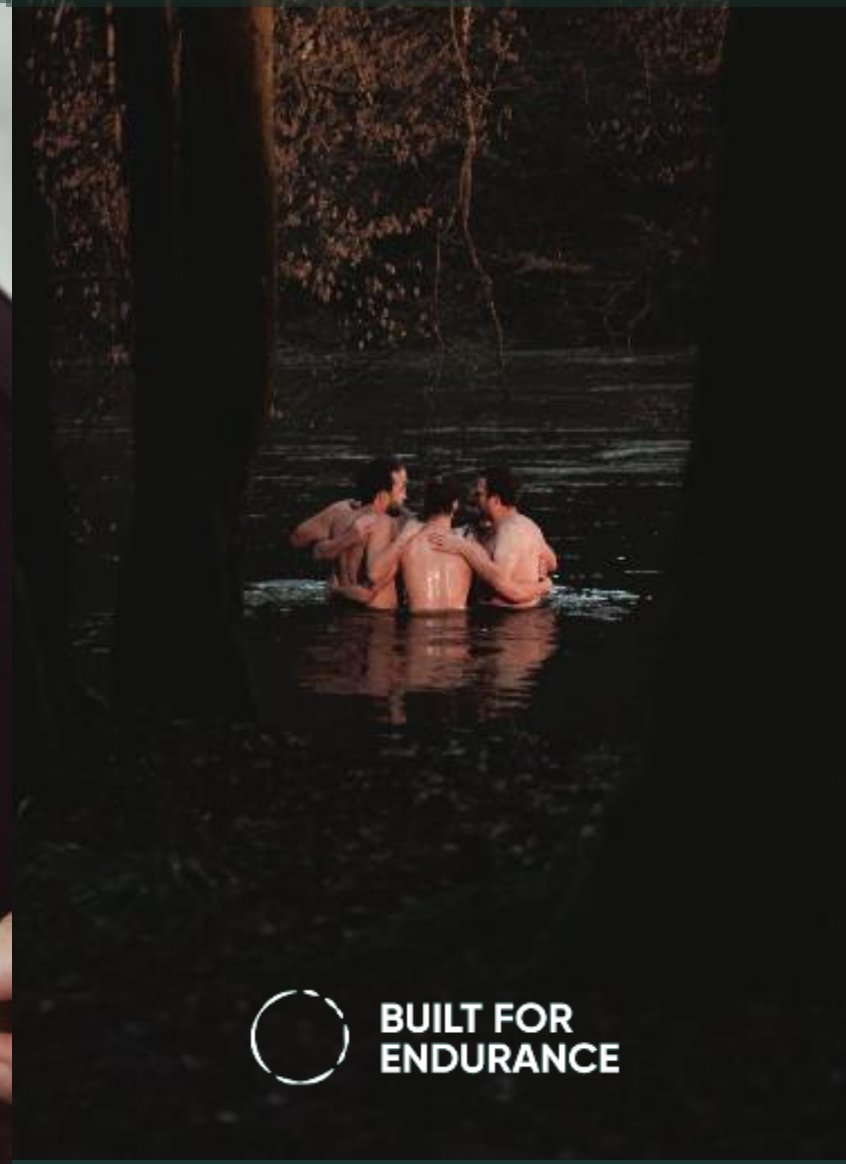
Van bewustzijn naar verandering



BIOMETRISCHE METINGEN

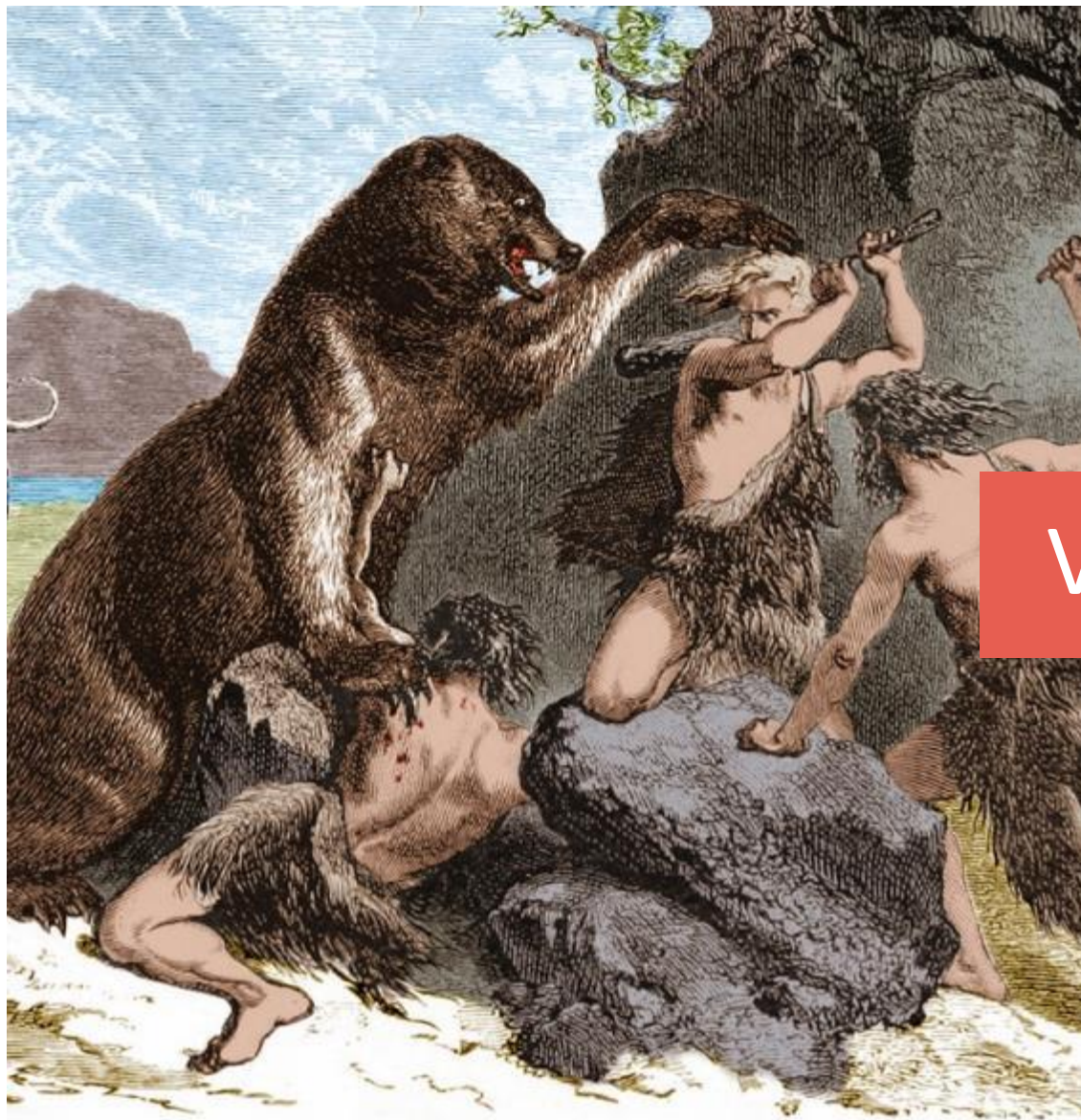


LICHAAMSGERICHTE ERVARINGEN



GEDRAGSVERANDERING (LEEFSTIJL INTERVENTIES)





VS



VAN DUIZENDEN JAREN VAN ACUTE STRESS NAAR EEN (TE) COMFORTABEL LEVEN

OLD TIMES		NOW
Hunger	v s	Fridge
Heat		Airco
Thirst		Water from the tap
Cold		Central heating
Infections		Antibiotics, everything clean
Movement		Train
Memory		Computer



STRESS BESTRIJDEN MET STRESS?



Het opnieuw aanbieden van acute, evolutionair bekende, positieve stressprikkelers, om onszelf te beschermen tegen chronische, evolutionair onbekende, moderne stressoren.



Homo sapiens



**Homo fragilis
domesticus**



Homo sapiens





HITTE



KOUDE



VASTEN



BULK DRINKEN

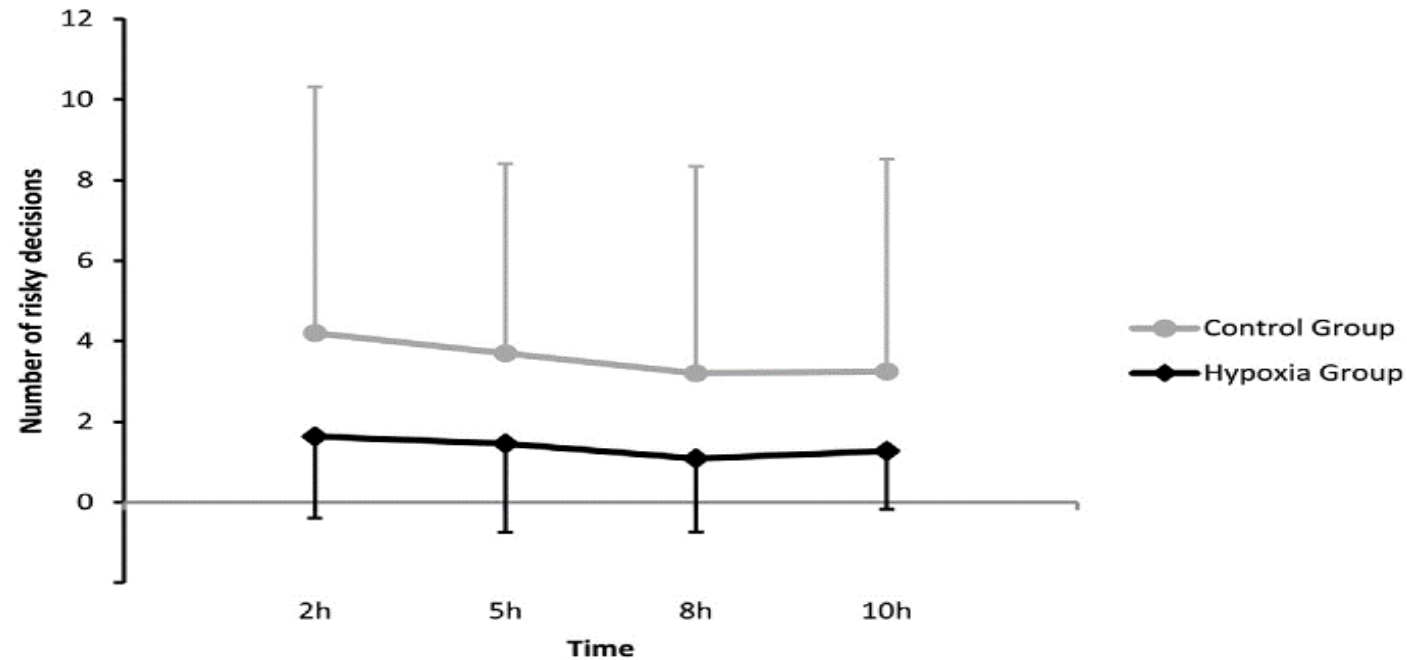


H.I.I.T.



ADEM

Intermitterende hypoxia



Blootstelling aan hypoxie **verbetert beslissingen tijdens stressvolle momenten**

Is decision making in hypoxia affected by pre-acclimatisation? A randomized controlled trial; Niedermeier. 2017.



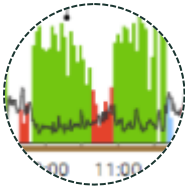
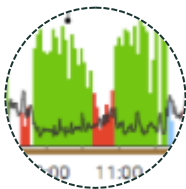
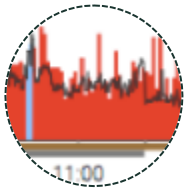
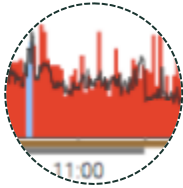
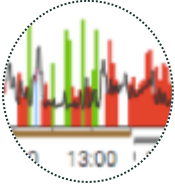
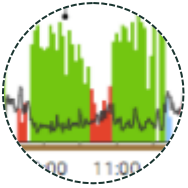
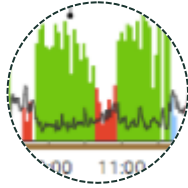
Intermitterende hypoxia



- 30x snel in/uit+ maximaal adem inhouden
- 20x snel in/uit+ maximaal adem inhouden
- 10x snel in/uit+ maximaal adem inhouden



Hoe zorgen voor je leiders?



1

Geef hen data-gedreven inzichten in hun energieniveau

2



Verhoog hun veerkracht door ervaringsgerichte activiteiten

3



Ondersteun ze bij duurzame verandering



Built For Endurance helps leaders and teams to balance performance and recovery and reach great resilience.



**Increased
Productivity**



**Higher
Engagement**



**Improved
wellbeing**



**Better decision
making**



colruyt



NESPRESSO

**WONEN
ZUID**

BOORTMALT
MASTERS OF MALT

mec

ASML

ENGIE

BOFIDI
Accountants & Advisors



ENGIE

Quinx



Nog meer proeven van Built For Endurance?

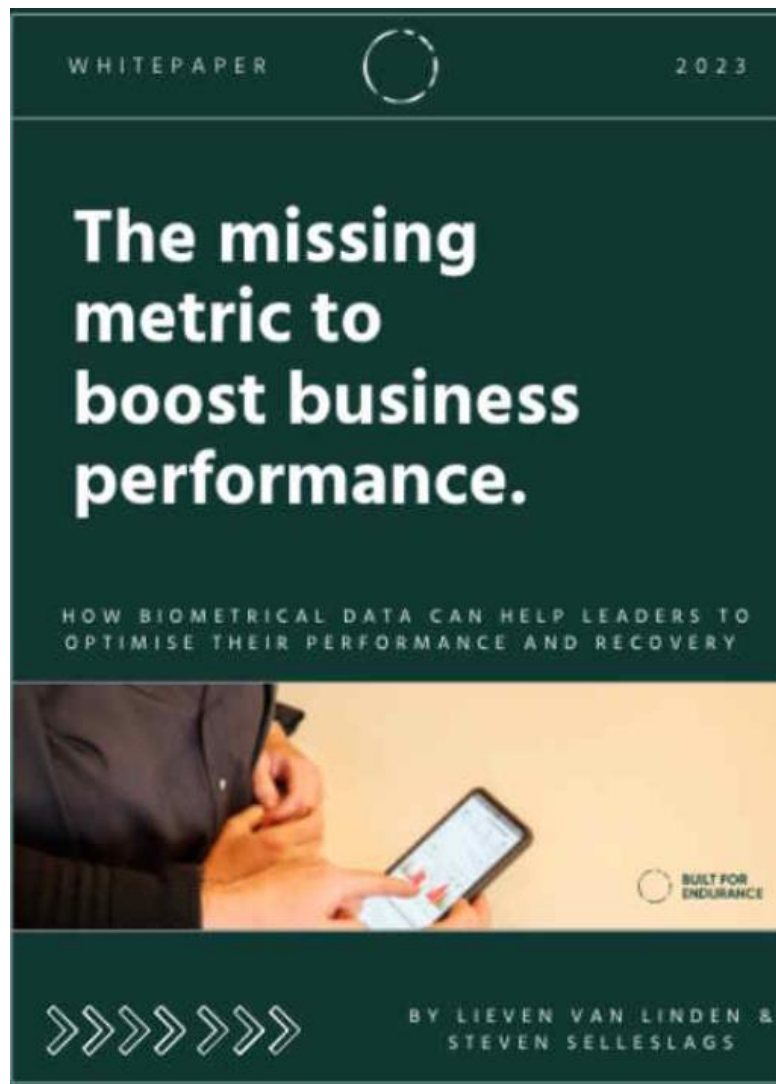


Steven Selleslags

Helping leaders optimize
performance & recovery through ...



LinkedIn connectie
([Klik hier](#))



**Download onze
whitepaper (EN) over
veerkrachtig leiderschap**
([Klik hier](#))



Powerpoint downloaden via kennispool.stimulearning.be



**BUILT FOR
ENDURANCE**



“Man cannot remake himself without suffering, for he is both the marble and the sculptor”

- Alexis Carrel