



VIA Academy Professionals

NextGen Talent Program



ACADEMY
PROFESSIONALS

For professionals who are ready for more impact

In today's dynamic and complex world of supply chain and logistics, more is required than just accurate knowledge. In addition to knowledge, it is also about personal strength, clear communication, influence without formal authority and result-oriented behaviour. That is why this talent program exists for ambitious and forward-looking professionals in logistics, supply chain and manufacturing: an intensive development year for bachelor/master level talents who want to grow in decisiveness, authenticity and impact.

Growth in leadership and personal effectiveness

In one year, participants build step by step professional self-confidence, leadership skills and practical influence in their organisation. They discover who they are, how they come across, how they switch in difficult situations and how they create sustainable results in a complex environment.

Guidance by VIA Academy

The trainer/coach of VIA Academy is responsible for the coordination and the content of the program. She also supports and guides the group and the company coaches during the program. Below is the structure and content of the program.

Program structure

The program lasts twelve months. Below is an overview of the structure.

Intake interview, development assessment and 360-degree feedback

The program starts with a personal intake interview and an assessment that provides insight into motivations, talents and competencies. During this conversation, the personal learning goals for the program and the results of the assessment are discussed. The 360-degree feedback subsequently shows how the environment views the participant. This creates greater self-insight.

Training (7x)

The program contains several training sessions in the areas of personal leadership, communication, influencing, time management and intervision. Participants are coached in their personal development by a company coach and a trainer/coach of VIA Academy. There are also interesting guest speakers in the program.

Company visits and intervision (2x)

Intervision sessions are linked to a company visit at one of the participating companies. Participants are responsible for organizing this day themselves.

During the intervision, participants bring in their own practical cases and provide each other with feedback and advice. The objective is to learn from one another.

Individual coaching and final presentation (3x)

Each participant receives three sessions with the VIA trainer/coach in addition to the intake interview. Two coaching sessions for additional guidance and a final presentation to conclude the program. In addition, participants are guided by a company coach of their own choosing. Together they make agreements about the guidance during the program.



Planning

Month 1	Introduction meeting
Month 1	Information meeting company coaches
Month 1	TMA and personal intake interview (participant and VIA), 1.5 h
Month 2	Training Lead yourself first, 1 day
Month 3	Training Expand your impact, 1 day
Month 4	Training Communicating effectively and influencing, 2 days
Month 5	Individual coaching (participant, VIA and company coach), 1.5 h
Month 6	Company visit and intervision, 1 day
Month 7	Training Time management and Outlook, 1 day
Month 8	Training Leadership essentials, 1 dag
Month 9	Individual coaching (participant and VIA), 1.5 h
Month 10	Company visit and intervision, 1 day
Month 11	Implementation day, 1 day
Month 12	Final presentation, 1 h
Month 12	Certificate award, half day

Explanation of the program

Month 1

Introduction meeting

- Introduction to participants and trainer/coach
- Structure and content of the program
- Self-reflection, commitment and reporting
- Talent Motivation Analysis and 360-degree feedback
- The digital learning environment

Talent Motivation Analysis

The TMA Talent Analysis measures motivations and talents and provides insight into people's motivation. Motivations are the building blocks of a person. They define the personality and have a major influence on behaviour, development and potential.

Behaviour is determined not only by what a person can do (competencies and cognitive capacities), but especially by what a person wants (motivations and talents). This all takes place within an environment that can stimulate or hinder. Activities that align with personal motivations and talents are generally experienced as motivating.

Information meeting company coaches

- Introduction to company coaches and trainer/coach
- Content of the program
- The role of the company coach
- Coaching tools and techniques



Explanation of the program

Personal intake interview with participant and trainer/coach

Prior to the intake interview, the participant completes the Talent Motivation Analysis. The results are discussed during the intake interview. The participant also completes an intake form together with their manager in advance. This form provides insight into qualities, challenges and development direction of the participant. In other words: what the desired outcome of the program should be. During the intake interview, the learning goals are discussed and refined where necessary.

Once the development goals are clear, they are translated into competencies to be developed. These competencies are used for the 360-degree feedback. This gives the participant insight into themselves and how others see them. The results are then discussed with the company coach and manager.

This creates a solid starting point for the program: the baseline measurement. At the end of the program, the 360-degree feedback is repeated to provide insight into development and results.

Month 2

Training Lead yourself first

After this day, participants have:

- insight into who they are in their work and leadership
- clarity about what drives and motivates them
- insight into their qualities, pitfalls and development points
- insight into triggers that bring them out of balance
- a clear picture of the effect of their behaviour on others
- a solid foundation to lead themselves



Explanation of the program

Month 3

Training Expand your impact

After this day, participants can:

- increase their influence
- switch between perspectives (self - other - meta)
- zoom out in situations of complexity and pressure
- think beyond team and department
- translate developments into what this requires of them
- focus on what truly makes a difference

Month 4

Training Communicating effectively and influencing

After these two days, participants can:

- influence without formal authority
- deal with conflicting interests and tensions
- switch between relational and content levels
- communicate clearly and powerfully
- give and receive feedback effectively
- deal with emotions (their own and others)
- act convincingly in difficult conversations
- show firmness without becoming harsh

Month 5

Individual coaching session

During this session, progress on learning goals is discussed. The participant submits a reflection report beforehand.

After these sessions, the participant can:

- reflect on their own growth using practical examples
- connect feedback, personal goals and new behaviour
- discuss obstacles in behaviour and impact and translate them into practical alternatives
- take responsibility for the progress of personal learning goals



Explanation of the program

Month 6

Company visit and intervision

A visit is made to one of the companies where participants work. Participants organise and shape this day themselves. A fixed component is intervision, where participants bring in real situations to learn from each other and help one another.

During intervision, participants work on:

- personal reflection on behaviour and impact
- real cases from practice
- sharpening learning goals
- sparring with peers at the same level
- deeper insight into patterns and blind spots
- translation into concrete new behaviour

Month 7

Training Time management and Outlook

After this day, participants can:

- take control of their working day
- set clear priorities
- maintain focus in a stimulus-rich environment
- work more productively with less stress
- make conscious choices in time use
- use Outlook and calendars effectively
- set boundaries for availability

Month 8

Training Leadership essentials

After this day, participants can:

- apply situational leadership
- adapt style to person and context
- delegate effectively
- place responsibility lower in the organisation
- stand more firmly as a leader
- coach and develop employees

Explanation of the program

Month 9

Individual coaching session

During this session, progress on learning goals is discussed.
The participant submits a reflection report beforehand.

Month 10

Company visit and intervision

Month 11

Implementation day

During this day, participants can:

- apply what they have learned in realistic situations
- practise with an actor
- deal with resistance and tension in conversations
- show their development in practice
- reflect on growth and impact
- secure new behaviour in their daily work

Month 12

Individual final presentation

With participant, trainer, manager and or company coach

Certificate award



Investment and information

- Training sessions take place in Venlo and or Tilburg on weekdays from 09:00 to 17:00
- The program is offered in Dutch and English
- Participation requires an investment of €5,950

Results for participants

- Act decisively in complex environments
- Combine personal strength with empathy
- Influence effectively, also without a formal position
- Communicate with impact, especially in challenging situations
- Take control of work, time, behaviour and results
- Show authentic leadership that makes a visible difference

About VIA Academy

VIA Academy provides training, assessments and coaching. As part of Logistic Force, we offer a broad range of services in personal development and professional training. Examples include in-company training, individual enrolment in programs, customised coaching trajectories and assessments.

Interested in this program for yourself or one of your employees? Please contact us for more information or a no-obligation conversation.

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