

# Workshop on Teamwork and Leadership

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## About of the Workshop

This one-day workgroup is a fast paced discovery via personality types over teamwork to leadership. Fourteen breakout and/or group-sessions invite the team is to discover the differences between personality types first hand, and experience what makes teams excel.

The training consists of two parts. During the first module, we use the widely used Myers Briggs Type Indicators (MBTI) to explore personality types. Then team lunches together with a renewed feeling of understanding of each other. This is actually a powerful prelude to the afternoon session where we use the theory of P. Lencioni to build up a proven road to efficient teamwork, as it is essential for the first layer of that theory: "trust".

Via further discussions and assignments we build towards the next layers of teamwork: constructive conflict, commitment, accountability and finally focus on performance. The icing on the cake is to bring the workshop into the corporate perspective (its values, mission statement, strategy, must win races, etc.)

The workshop is carefully prepared and tailored to suit the specific needs of the team and team members that will attend (so, it is not one just one standard presentation that is repeated), and it will also be company specific. After the workshop the attendants get a set of hand-outs that are reworked to include only the relevant reading material, the specific contributions of that team and references.

## About the Trainer

Dr. Philippe De Brouwer is since 2002 connected to KBC. He merged 4 Asset Management companies into one and subsequently increased the market share as CEO of the merged entity. In less than four years KBC TFI climbed from number 11 to number 5 on the national rankings. Philippe contributes all of this success to the dynamics of the local team (that he first forged out of former rivals) and subsequently managed. Later he became country manager for KBC AM in Poland and oversaw the asset manager, the pension fund and its commercial network: in total about 200 people, from wich ca. 70 full-time. During that time he made some lucky choices and actions, but made serious mistakes too.



In 2008 Philippe moved on to help starting up another asset manager for KBC in Ireland and during that assignment finished his PhD. Now he teaches occasionally at Vlerick Business School, while his main assignment is „Head of Consulting“ for KBC Consumer Finance. It is in this role that he started reading about teamwork and in his quest to understand why some things did work out and others not the foundations of this workshop were laid.

Philippe is connected to Vlerick as Lecturer since 2012 and mainly teaching in asset mangement.

## What Past Participants had to Say about this Workshop

- „Better understanding of personalities of colleagues, so better approach in future communication“
- „It was really the best workshop about teamwork and differences between personalities I have ever attended“
- „The workshop was done in a very entertaining way - not boring - very well done by Phillippe“