



Interventies

OVERVIEW OF KINGFISHERS INTERVENTIONS

- 🌿 **Nightmare competitor simulation**
Interactive strategy exercise to increase adaptability
- 🌿 **College Tour Group Dialogue**
Inspiring group dialogue with external speakers and motivators
- 🌿 **Inner Voice Dialogue**
Understanding inner voices and how they shape your world view
- 🌿 **Theory U**
Proven change model for innovation and transformation
- 🌿 **Leadership Lab Intervision**
Step-by-step group coaching and dialogue guidance
- 🌿 **Pyramid Structuring**
Structure your message (both written and spoken) perfectly
- 🌿 **Core Qualities and Conflict Management**
Learn how your qualities, pitfalls, challenges and allergies connect
- 🌿 **Feedback SGI**
The basics of good cooperation is feedback
- 🌿 **Vitality**
Connect with yourself on five levels to improve productivity
- 🌿 **360 Feedback**
Measuring of competencies and review of productivity
- 🌿 **Transactional Analysis**
Understand and improve 1-1 communication
- 🌿 **Story Telling**
Improve how you come across by becoming a presentation master
- 🌿 **Coaching Workshop**
Dive into the fundamentals of coaching and use the GROW model
- 🌿 **Design Thinking**
a human-centered, iterative approach to problem-solving and innovation



NIGHTMARE COMPETITOR SIMULATION

The Nightmare Competitor Simulation is an interactive strategy exercise designed to sharpen foresight and adaptability. Teams step into the shoes of an aggressive, disruptive competitor and imagine how this "nightmare player" could threaten their business model, culture, and market position. By thinking from the outside-in, participants uncover blind spots, anticipate risks, and identify the strategic moves needed to stay ahead.

THE INTERVENTION

The Nightmare Competitor Simulation challenges leaders to imagine the most disruptive rival possible, creating a strong sense of urgency for change by exposing strategic blind spots and highlighting the bold moves needed to stay ahead.

WHAT IS THE RESULT?



EXPOSE BLIND SPOTS IN YOUR STRATEGY AND SEE WHERE YOU ARE MOST VULNERABLE



CREATE A SENSE OF URGENCY FOR CHANGE BY THINKING LIKE YOUR WORST COMPETITOR



GAIN COURAGE AND CLARITY TO TAKE BOLD STRATEGIC MOVES BEFORE OTHERS DO

OUR APPROACH

This simulation takes the form of a highly interactive, high-energy large-scale intervention with all 28 leaders and 100 managers involved. By collectively stepping into the shoes of a disruptive "nightmare competitor," participants experience the urgency for change first-hand. Structured reflection and dynamic group dialogue uncover blind spots, inspire bold strategic options, and equip leaders with the clarity and courage to act before disruption strikes.



COLLEGE TOUR GROUP DIALOGUE

During the modules we focus on learning **with** and **from** each other— primarily within the AS Watson context. We invite all participants who have completed at least one module to join a “College Tour” dialogue. In this session, participants are split in sub groups, which are paired with an external guest for an inspiring one-hour conversation. The subgroups take their own lead, creatively shaping both the format and the content of the discussion. This creates a fitting and exciting dynamic which enables participants to learn and be inspired. Over the course of the day, we welcome around four external leaders—both from inside and outside the industry—who will leave just as inspired as the participants themselves!

WHAT IS THE RESULT?



DISCOVER HOW OTHER LEADERS DEAL WITH CHALLENGES WITHIN AND OUTSIDE YOUR FIELD OF WORK



COLLABORATE INTER-DISCIPLINARY IN THE PREPARATION OF AN INSPIRING CONVERSATION



INSIGHTS INTO OTHER WAYS OF THINKING AND ACTING THROUGH CONCRETE PRACTICAL EXAMPLES

EXAMPLES OF LEADERS FROM OUR NETWORK WE CAN INVITE

Erik-Jan Mares
CEO Zeeman

Bram Gräber
Executive Board Member SHV Holdings

Reinier van Lanschot
Europarlementariër & co-founder Volt

Astrid Posthouwer
Voorzitter Raad van Bestuur Meander Ziekenhuis

Marinus Tabak
COO & Country Lead Nederland RWE

Henk van Dalen
Director Oceans The Ocean Cleanup

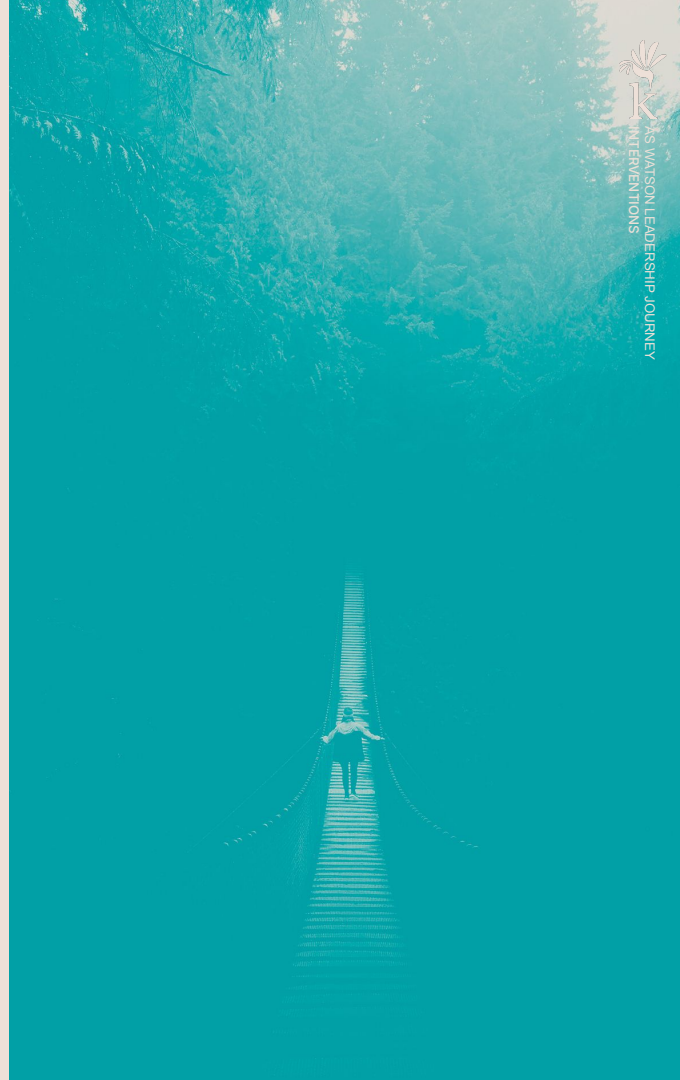
Maurits den Broeder
MD Offshore Energy & Executive Committee Van Oord

Cécile Cluitmans
Business Area Director Europe Arcadis

Bernd Knuvers
Head of Partner Sales en Sales Excellence at Odido

Dorothee van Vredenburg
voormalig Executive Partner De Brauw Blackstone Westbroek

Jennifer van der Leegte
Executive Vice President VDL Groep



INNER VOICE DIALOGUE

A dialogue with yourself, the angel and devil on your shoulders, your inner voice. There are several ways to describe the voices in our heads: the pleaser, the pusher, the perfectionist and the rationalist, and these voices can make quite a mess of it. Take back the reins and limit their critical judgments about yourself and others.

THE INTERVENTION

The Inner Voice Dialogue model provides insight into the (infinite) number of 'selves' that can speak in your head and teaches you to reach a healthy compromise between all these voices.

WHAT IS THE RESULT?



DISCOVER HOW VERSATILE YOU ARE AND WHICH SIDES CAN STEP FORWARD MORE



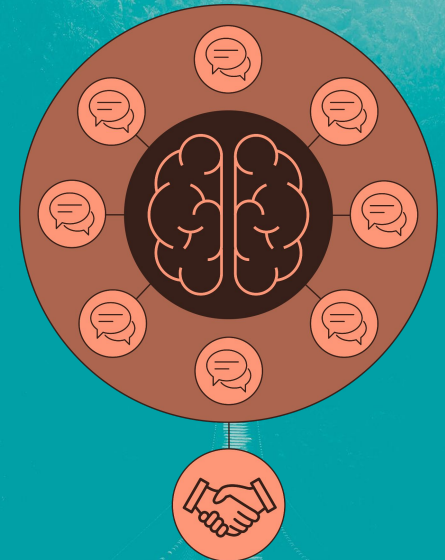
HAVE BREAKTHROUGHS IN THINKING AND ACTING



TOOLS TO MAKE MORE CONSCIOUS CHOICES FROM AUTONOMY INSTEAD OF BEING LIVED

OUR APPROACH

This workshop offers a psychological approach to self-awareness, encouraging participants to observe their internal conversations and understand the motivations behind them. Structured exercises lead to a deeper recognition of personal potential and provide strategies to express those capabilities with greater consistency and effectiveness.



THEORY U

The world around us is constantly changing. This requires leaders who are able to respond to changes effectively. The complex issues that are coming our way need a different approach than 'more of the same in a different form', which is often the case. They require new solutions, but: how do you create them if your image is constantly shaped by what you already know?

THE INTERVENTION

Theory U™ is a proven change model for innovation and transformation. It enables employees from all layers of the organization to let go of the familiar approach and focus on the future.

WHAT IS THE RESULT?

Employees who:



TURNING COMPLEX ISSUES INTO SUBSTANTIAL CHANGES, BASED ON CONNECTION WITH ONESELF, OTHERS AND THE ORGANIZATION



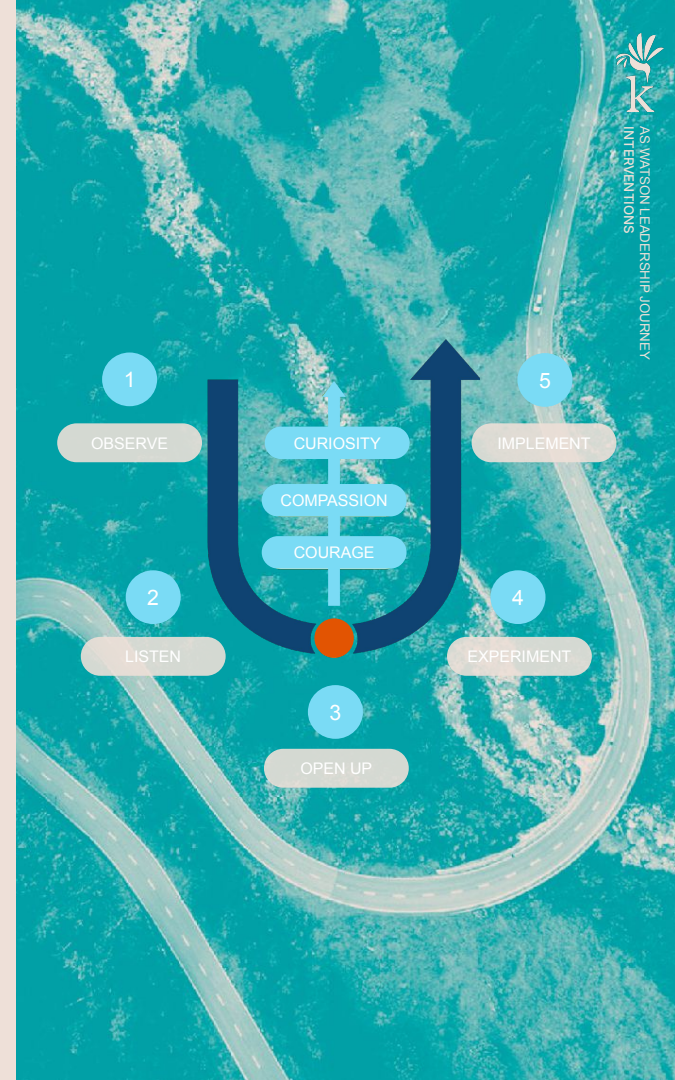
ACTING OUT OF CURIOSITY, COMPASSION AND COURAGE, INSTEAD OF JUDGMENT, CYNICISM AND FEAR



OPEN UP AND FOCUS ON FUTURE POSSIBILITIES

OUR APPROACH

In a workshop of at least half a day, we integrate the Theory U model into the mindset of your employees. The theory is applied to your problems and so we go through all the phases of the model. We teach employees to open themselves up to new ideas, where they do not allow themselves to be blocked by thoughts, habits and emotions from the past.



LEADERSHIP LAB INTERVISION

Leadership lab intervision guides participants by tackling one concrete leadership challenge through a step-by-step plan. One person brings in a current issue; on the basis of Theory U help the group members to look at this with different eyes.

WHAT IS THE RESULT?

Employees who:



NEW INSIGHTS TO LOOK AT AN ISSUE AND TIPS FOR RESPONDING TO IT



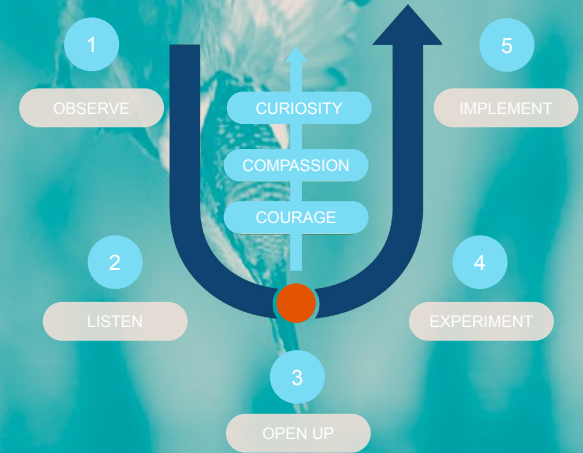
ASK OPEN QUESTIONS AND BUILDING ON EACH OTHER'S INPUT



HIGH LEVEL OF TRUST AND (LASTING) POSITIVE ENERGY BETWEEN THE PARTICIPANTS

OUR APPROACH

Leadership lab intervision is often used as part of a Theory U workshop but can also be used without any prior knowledge. We guide groups in this process and help them to open up and empathize with each other's questions without trying to solve them immediately. You leave with concrete ideas that you can immediately apply in the organization.



PYRAMID STRUCTURING

Using the Pyramid Principle helps structuring any message in a very effective way. It ensures the key message always comes across, is eliminates noise and distractions and it allows teams to focus on what is necessary without overlap in arguments. This can be used in emails, big presentations, difficult meetings, feedback conversations and pitches. Even this small piece of text is structured that way!

THE INTERVENTION

The Pyramid Structuring Intervention is based on Minto's Pyramid Principle: we take employees by the hand by starting to practise with small examples and gradually building up to a bigger case, relevant to the business or their work environment. The intervention is very hands on and makes a 'dry' topic lively.

WHAT IS THE RESULT?



GETTING YOUR MESSAGE ACROSS IN A STRUCTURED AND EFFECTIVE WAY



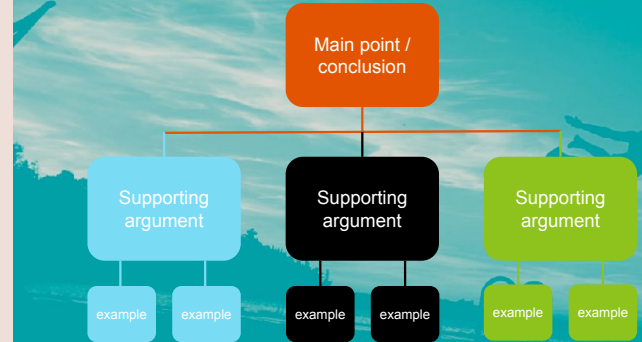
ELIMINATE NOISE AND DISTRACTIONS SO MEETINGS AND CONVERSATIONS ARE ABOUT WHAT MATTERS



BECOME MASTERS OF PRESENTING COMPLEX INFORMATION IN A VERY INSIGHTFUL MANNER

OUR APPROACH

In a workshop, often combined with Story Telling, we teach the basics of the model and practise a lot with its application. We believe in the power of repetition, so by starting small and building up to a more complex and relevant case, participants can quickly experience the effect of the model. We combine plenary explanation with 1-1 exercise and a final presentation at the end of the day.



CORE QUALITIES AND CONFLICT MANAGEMENT

What are your signature strenghts? Apart from work? The core capabilities and qualities you bring everywhere you go? And what are your biggest allergies and frustrations? Chances are, the two are related in a very interesting way. By creating insight in how our biggest strengths and our greatest learning points are connected, we learn to not only understand ourselves, but also be more curious to learn from others.

THE INTERVENTION

We make Core Quadrants, based on Daniel Ofman's theory. We start with the point of view from the participant, and later relate this to a situation of conflict. Participants thus gain insight in why it is they sometimes feel unheard, frustrated or conflicted, and how to mitigate that with their own strenghts. We learn how to shift focus from the negative to the positive

WHAT IS THE RESULT?



INSIGHT IN YOUR QUALITIES, PITFALLS, LEARNING CHALLENGES AND HOW TO SHIFT FROM ALLERGY TO LEARNING



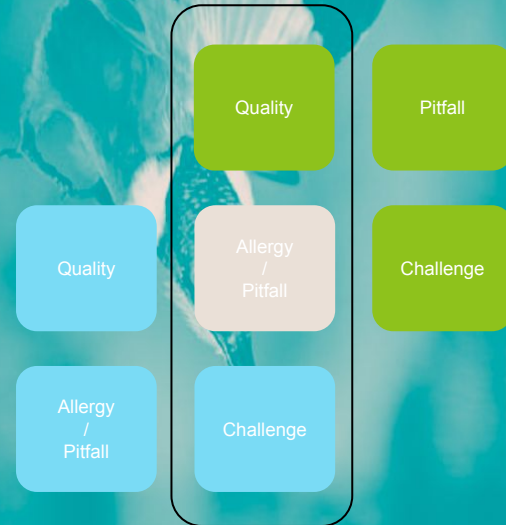
INSIGHTFUL, INTERACTIVE, BINDING AND CHALLENGING WAY OF LEARNING, LISTENING AND UNDERSTANDING



STRONGLY IMPROVED CONNECTION OF ONE SELF AND THE OTHER, WITHOUT THE NEED OF EXTERNAL JARGON (COLORS, ARCHETYPES, ETC): JUST THE INPUT OF THE PARTICIPANTS

OUR APPROACH

In this workshop we dive into a lingual world of mutual understanding. We peel off the layers of jargon of the client environment and develop a fundamental understanding of the strengths, pitfalls, challenges and allergies of participants. By doing so collectively, participants learn how their counterparts think and reason, which makes the workshop in itself a pilot for the output of the workshop: a shift from focussing on what annoys you to what you can learn from cooperation.



FEEDBACK SGI

Research shows that we often avoid giving (negative) feedback. A missed opportunity, because almost all employees indicated that such feedback would improve their performance. Important condition: this only applies if the feedback is given in the right way.

THE INTERVENTION

This intervention focuses on the value of positive and constructive feedback, in which the SGI Feedback model (Situation-Behaviour-Impact) is provided as a tool to provide clear, specific feedback.

WHAT IS THE RESULT?

Implementing the SBI feedback model in your organization ensures:



CLEAR COMMUNICATION THROUGH PRECISE FEEDBACK WITHOUT ASSUMPTIONS AND JUDGEMENTS



POSSIBILITY OF INFORMAL FEEDBACK MOMENTS, NOT ONLY DURING AN ANNUAL PERFORMANCE



A TEAM CULTURE OF OPENNESS, TRUST AND SAFETY

OUR APPROACH

Under the motto 'Stick to the facts, the objective behavior and speak on your behalf', we train your employees in the regular use of the SGI model in an interactive workshop. This tool focuses on the bottom 2 layers of Lencioni's pyramid: our starting point in building, maintaining and optimizing High Performing Teams.

S

Situation

Stick to the facts

B

Behavior

Stick to objective behavior

I

IMPACT

What was the impact on you?

VITALITY

Performing at a high level as a professional every day is top sport. The amount of daily stimuli and the number of tasks you perform at the same time requires stamina. Connecting with yourself and managing your own state of mind are therefore extremely important.

THE INTERVENTION

Our vitality workshop focuses on increasing your energy level and strengthening mental strength. The intervention is partly based on the well-known Wim Hof method.

WHAT IS THE RESULT?



MORE WILLPOWER, RESILIENCE AND ENERGY



A 'FIT BRAIN', WHICH RESPONDS EFFECTIVELY TO (UNEXPECTED) SITUATIONS IN THE WORKPLACE



LEADERS WITH MORE BALANCE AND CALM, WHO TAKE THEIR PEOPLE WITH THEM

OUR APPROACH

For us, vitality is about the energy with which people live their lives physically and mentally. Therefore, we will not only look at the physiological and psychological aspects of vitality, but also cover the ecology and philosophy. The intervention consists of a part of theory, breathing exercises, relaxing meditation and a (voluntary) ice bath.



360° FEEDBACK

High emotional and social intelligence makes the difference between an average and a highly effective leader. A 360° view shows how you score on that bar, based on your own and other people's assessments.

THE INTERVENTION

The 360° feedback assessment measures desired leadership and behavioral components through a questionnaire. Assessments come from different angles: the person himself, managers, peers and team members.

WHAT IS THE RESULT?



INSIGHT INTO HOW SOMEONE SEES THEMSELVES AND HOW OTHERS SEE THEM



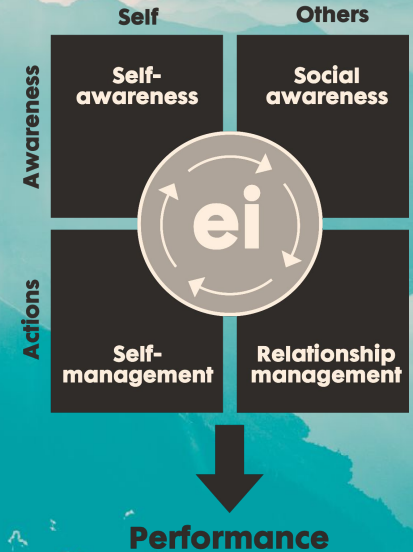
A COMPLETE PICTURE OF A PERSON'S EMOTIONAL AND SOCIAL INTELLIGENCE



CONCRETE PERSONAL DEVELOPMENT GOALS THAT CAN GIVE RISE TO A DIALOGUE WITH YOUR ENVIRONMENT

OUR APPROACH

We measure twelve competencies that are important for leaders, divided into four areas of competence: self-awareness, self-management, social awareness and social skills. We discuss the results individually, and the team members can also discuss them with each other. Then we set concrete coaching and development goals together.



TRANSACTIONAL ANALYSIS

Why is it that one work interview runs smoothly and the other is very difficult? Where are personal triggers? And how do you deal with it when someone else reacts violently? Good communication with colleagues is very valuable. Fortunately, we can improve this skill enormously.

THE INTERVENTION

Transactional analysis helps understand and improve 1-on-1 communication. It observes how people react to each other and teaches you to communicate in a practical way in such a way that you evoke less resistance to what you say and do.

WHAT IS THE RESULT?



COMMUNICATE MORE UNDERSTANDINGLY BASED ON MUTUAL RESPECT AND PERSONAL RESPONSIBILITY



LEARNING TO LISTEN TO OTHERS ON A DEEPER LEVEL



COMMUNICATE MORE EFFECTIVELY BASED ON MUTUAL RESPECT AND PERSONAL RESPONSIBILITY

OUR APPROACH

In a workshop we explain the TA view and look at the different forms of 'conversation transactions'. The model helps understand what happens during this communication process and what you evoke in each other. With verbal, non-verbal, real and 'plastic' interactions, participants apply the theory to their own experiences. Often leads to 'ahá moments'.



STORY TELLING

How do yo *tell* a story? How do you come across? How do you want to come across? How can you find your authentic personality traits, ways of talking, use of voice and positioning of your hands in getting your message across? Story Telling can be about how to write or form a story, for sure, but we focus on how to enhance your voice, posture, dynamics, eye contact and positioning.

THE INTERVENTION

We dive into the fundamentals of presentation skills: how to control your breath, how to deal with tension and stress, how to position your body, how to (re)use your voice. We practise with simple examples and repeat and practise a lot, so participants can really get the hang of it. The intervention is incredibly fun, playful, energetic and insightful and truly something else.

WHAT IS THE RESULT?



UNDERSTANDING OF HOW YOUR BODY, VOICE AND BREATH ARE CONNECTED AND FORM THE FUNDAMENTALS OF TELLING A STORY AND COMING ACROSS



THE INSIGHT THAT CONTENT, FORM AND CONTEXT ARE EQUALLY IMPORTANT IN TELLING A STORY: YOUR AUTHENTICITY IS CENTRAL TO THIS



STRONGLY INCREASED CONFIDENCE, FUN AND BRAVERY IN SPEAKING FOR A GROUP, PRESENTING, HAVING DIFFICULT CONVERSATIONS AND COMMUNICATING IN GENERAL.

OUR APPROACH

We ask participants to prepare a simple example to pitch, and bring a real life case where story telling can help. With our experience in making theater and guiding big groups in a physical way, we create a very special environment unlike your standard corporate training. Participants have fun, are direct and learn all day by observing, giving each other continuous feedback and thus overcoming logical yet unnecessary fears of presenting. We create a safe and integer environment for learning by doing



COACHING WORKSHOP

Dutch employees are often above average articulate and have a strong urge for autonomy. Research shows that holding up a mirror to them and getting them to move is more effective than showing or instructing. A style known as 'coaching leadership'.

THE INTERVENTION

The Coaching workshop enables everyone, using the GROW model, to help their colleagues and teams by asking open questions and listening to them. This encourages them to give their own answers.

WHAT IS THE RESULT?



GUIDING PEOPLE TO THEIR OWN ANSWERS THAT THEY KNOW, BUT NOT YET ACT ON



KNOWLEDGE OF THE GROW MODEL AND ITS APPLICATION IN THE WORKPLACE



LEARNING TO CREATE THE RIGHT CONDITIONS, ASKING OPEN QUESTIONS, AND LISTENING TO UNDERSTAND THE OTHER

OUR APPROACH

Through exercises and real-life scenarios, leaders learn to ask the right questions, really listen, ask questions and connect with their employees. In this way, they enable them to grow themselves and chew fewer answers.



DESIGN THINKING

Design Thinking is a human-centered, iterative approach to problem-solving and innovation. The methodology is focused on deeply understanding user needs (Empathize) to define the correct problem, generate bold and innovative ideas (Ideate), and quickly build and test simple solutions (Prototype and Test). This cycle ensures that solutions are desirable for the user, viable for the business, and technically feasible.

THE INTERVENTION

We guide cross-functional teams through a structured, hands-on workshop designed to accelerate innovation cycles and move teams quickly from insight to action. Participants tackle a real organizational challenge by immediately applying the Design Thinking phases, focusing heavily on prototyping and gathering real-world feedback. This practical setting equips teams with the fundamental mindset and tools to drive sustained, human-centered innovation.

WHAT IS THE RESULT?



DEVELOP A RADICAL FOCUS ON THE CUSTOMER: Shift from internal assumptions to external, validated user needs.



ACCELERATE THE INNOVATION CYCLE: Learn to quickly prototype, test, and iterate solutions, reducing the risk of large-scale failures.



FOSTER CREATIVE COLLABORATION: Break down silos by establishing a shared language and toolkit for creative problem-solving across teams.

OUR APPROACH

We use dynamic, project-based sessions where participants work on real organizational challenges. We focus on teaching the core mindset (curiosity, empathy, experimentation) and practical tools (personas, journey maps, prototyping techniques) of Design Thinking.

