



base

Trust2Lead

Base Academy
Saskia Dejonghe
Anja Verheij- Köllmann



base



Russell Dunn

VP Quality, Barry Callebaut

“There are a multitude of trainers and content experts around, but very few are truly able to transfer that knowledge effectively. The Base team has that ability in abundance and delivers in a way that is both engaging and fun.

Their enthusiasm, energy and expertise, combined with the effort they put into understanding the needs and culture of the client is the foundation to their success”
in creating and delivering learning that works.

Explore the connections between trust, leadership, and psychological safety

Trust and leadership are closely intertwined concepts crucial to the success of any organization. The growing recognition of the importance of psychological safety in the workplace is closely related to trust and leadership. This training program will allow you to explore the connections between trust, leadership, and psychological safety, and experience why they are so important. On top of that, you will receive the 'how do you do it' skill set, so you are fully equipped for Trust2Lead.





How to build trust

Trust is essential to effective leadership. Trusted leaders are likely to be more effective in their roles since they are seen as credible, competent, and committed to the organization's goals. Trust plays a key role in building strong relationships between leaders and employees, which is essential to creating effective communication, collaboration, and decision-making. Trust requires leaders to be honest, transparent, and consistent in their actions and words. They must also be willing to listen to feedback, admit mistakes, and take responsibility for their actions. When leaders demonstrate these qualities, they build trust with their employees. This will lead to increased engagement, motivation, and loyalty.

So how do you do it? Our trainers will give you lots of exercises to experiment. You will be learning by doing and at the same time get your hands on applicable models so you know what you are doing and why.



Creating a psychologically safe environment

Psychological safety is a critical aspect of effective leadership. Psychological safety refers to the belief that one can speak up and take risks without fear of retaliation or negative consequences. When employees feel psychologically safe, they are more likely to share their ideas, ask questions, and challenge assumptions.

Leaders play a crucial role in creating a psychologically safe work environment. If they succeed, their employees are more likely to feel comfortable sharing their ideas and collaborating with their team members, which can lead to improved performance and outcomes.

In this training program we will include many exercises and role play to really experiment with the feeling of psychological safety. We will give real-life examples and explain via applicable models and the latest theory (f.e. by Amy Edmonson) how to build a safe workplace.





Building your team

Trust, psychological safety and authentic leadership are all critical components of successful teambuilding. Leaders who prioritize these concepts are more likely to build strong relationships with their teams, create a culture of open communication and collaboration, and achieve their team goals. It is important for leaders to recognize the importance of these concepts and work to build trust and psychological safety in their teams and between their team members. Taking into account all different personalities and let all voices of the system been heard.

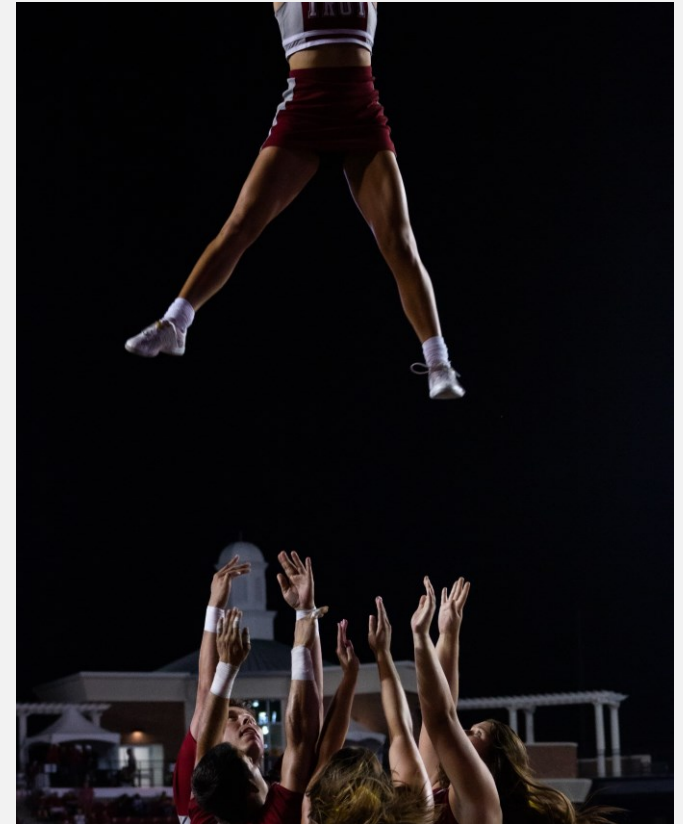
By dynamic teambuilding you can create a workplace that is more productive, innovative, and fulfilling for all employees.



The answers you will find

During this three-day program we will answer the following key questions:

- How to build trust in human interaction and teams
- How to create psychologically safe environments open to communication
- How to build a dynamic and collaborative team
- How to lead and stay adaptable and agile
- How to give and receive feedback
- How to be an active listener and ask meaningful questions
- How to stay connected in difficult conversations





Trust2Lead creates **GOLD** for your team:

- G**oal orientation in a safe and secure environment
- O**pen communications
- L**earning attitude
- D**elivery of results

Trust2Lead program

TRUST2LEAD

Day I
Discover:

Create
psychological
safety



1:1 coaching
session

Day II
Design:

Design trusted
teams

Day III
Develop:

Develop
meaningful
relationships



Leader quest
assignment:
Group expedition

Week 8
Deliver:

Reflection on
impact and
stories



Group intake
session



Leadership
quest
presentations

Share Wisdom: Books, podcasts, articles

Base of Wisdom: e-learnings

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Locations Trust2Lead





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Why Base Academy



Base Academy



Our trainers are **international experts** in change & reputation management and leadership development



For more than **25 years** our trainers have been supporting leaders to **transform organizations** through skills training, workshop facilitation, developing and guiding transformative leadership journeys and personal or systemic team coaching



Your personal growth into your full potential is our promise through our Base Academy **journeys**.

*We believe in
UNLOCKING YOUR POWER*

*We develop leaders that create value
by **valuing people**.*

*We believe in your potential to
transform teams and organisations,
as you **seek connection and co-creation**
to grow yourself, your people
and your business.*



Unlocking the power of people



The logo for 'base' is a vertical rectangle with a blue-to-green gradient, containing the word 'base' in white lowercase letters.

What your experience will look like



UNLOCKING THE POWER OF PEOPLE AND ORGANISATIONS



Unlock self

Helping leaders to become aware of, and develop their leadership capabilities to create the impact they desire.



Connect with others

Developing the skills to enable performance and growth in your teams.



Leading organisations

Help business leaders align organisations around their strategic direction, assess and shape the stakeholder landscape and successfully navigate the change and potential crises.

The logo for 'base' is located in the top right corner. It consists of a square with a vertical gradient from blue at the top to green at the bottom. The word 'base' is written in a white, lowercase, sans-serif font across the middle of the square.

Our unique S.T.A.M.P



Share Wisdom

We share knowledge collected from many great thinkers, scientists and leaders across the world

Tailor-made

All of our programs are tailor-made to your purpose. We train using real-life examples

Action Plan

Capture your learning, grow from feedback and create a personal action plan

Models

That are easy to use and apply in your daily business and that help you on your growth journey

Play

Experiential learning for insights

What others say about Base



“Saskia gave me a communication training ahead of a talk for an audience of 20.000 people. It went very well, but beyond that, she gave me some really useful tools to structure and deliver an impactful talk to diverse and disparate audiences. I have put this into practice many times since then. And she does not shy away from not only giving you feedback and pointers on your presentation style and message, but also on life in general.”

Chris Worp, Managing Director Ocean CleanUp



“She was a great trainer, facilitator and coach. The storytelling workshop was very inspiring, hands on, refreshing and sparkling because of the trainer.”

Saskia Hofman, HR strategy & change ABN AMRO



“We really enjoyed the workshop and we learned a lot. Calm and sharp. It was great working with Base.”

Carolien Velzeboer, HR BP Albert Heijn Online



“Still benefiting from your inspirational storytelling workshop. Big ideas are growing and number of fans increasing. Putting your personal tips into daily practice helps us to make extra miles.”

Helène Erfteijer, Director Client Due Diligence, ex-ABN Amro



“In a very short term we feel the lasting contribution to Heineken. The way she quickly absorbed and understood our agenda for growth, has been instrumental in translating this into a compelling internal communication agenda. It was truly Inspiring, business grounded and fun.”

Jan Derck van Karnebeek, Chief Commercial Officer Heineken











“Anja has a rarely found combination of high professionalism and seemingly unconstrained energy and drive. She is creative, fast and adapts quickly to unexpected situations maintaining her calm and professional composure. I strongly recommend her.”

Hans de Jong, Former President of Philips Netherlands



Our clients

Financial/ Real estate	FMCG/ Travel	Utilities/IT/ Packaging	Healthcare/ NGO's	Universities/ Government
    	     	    	    	  



Your core trainers



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Lead trainers



“Still benefiting from **Saskia’s** inspirational storytelling workshop. Big ideas are growing and number of fans increasing. Putting your personal tips into daily practice helps us to make extra miles.”
Helène Erfteimeijer, Grid Owner (ex-ABN Amro)

Saskia Dejonghe

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Saskia is founding Partner of Base Academy. She is an international change and internal communications expert, with +25 years' experience in global agencies and multinationals. She has extensive, multi-sector experience in change & reputation management, Leadership development, systems coaching & soft skills training. Saskia has worked in Brussels, London, Singapore, Switzerland and Amsterdam. Her clients include: Unilever, Heineken, KFC, Mondelez, Barry-Callebaut, Ikea Foundation, Ahold-Delhaize, McDonald's, Philips, Signify, The Coca-Cola Company, Mars, AB-Inbev, Metro Group, Henkel, Bosch, Citibank, ING, ABN AMRO, Transavia, Volvo, Deloitte Consulting, Renewi and Nationale Spoorwegen. She has also worked directly with NGOs, such as SOS-Kinderdorpen, Unicef, King Boudewijn Association and Room to Read.



Marta worked with professionals and executives from different environments and places in the world, which has enriched her as a person and as a coach. She conducts both individual and team coaching sessions, as well as training workshops tailored to each client's needs.

Marta Cisneros
Senior trainer

Academy@baseconsulting.com

Her clients are leading technology, financial, management consulting and other organizations and she has worked for BetterUp and ThePower Business School. Marta is a Professional Coach (CPCC and PCC) certified by the ICF, trained and certified in Coaching Training Institute (CTI), specialized in Talent and Leadership development (Leadership Program. CTI and Evocative Leadership Mastery, Eham Institute), Relational and Systemic Coaching (ORSC) and Conscious Business (CBC).

Assistant trainer



“Luka has established himself as a very trustworthy and socially intelligent team collaborator in the role of the chair and process management. Luka proactively takes a stance in group discussions and is equally able to relate to arguments or thoughts of his team members. He is very present and the ability to actively listen and communicate effectively makes him an indispensable contribution to the group.”

Former supervisor

Luka Paul Vethake

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Originally from Germany, Luka Vethake has been with team Base for more than 2 years now and has fully absorbed our training philosophy and procedures. Last year Luka was deployed on an interim assignment where he quickly rose from account manager to temporary team lead in an important change management program. Having lived in multiple European countries and with an academic background in International Business Communication, he is a connection-seeker and easily approachable. Most importantly, he is our 360° supporter and task implementor – an indispensable addition to our experienced trainer team.

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