



AQ

AQ 45+

The importance of a sustainable contribution, even after 45

Our society is accelerating and recent events had a major impact on the way we work. For the more experienced employees, the multiplicity of changes has had a lot of impact and perhaps even sowed doubts. Will I still be able to keep up if

these changes continue to increase? And above all, how can I better deal with this?

During our AQ 45+ program we work together with this target group on adaptivity: together we look for the best possible answers to these

questions and we strengthen their individual adaptivity.

In this way, the experience of these team members can yield maximum return for the organisation.

Why?

More and more jobs are changing and ingrained skills are suddenly no longer relevant. This puts a lot of pressure on organizations and employees, especially on the older team members.

Over the last years, adaptability has become one of the most essential competencies in this changing business environment. While many young colleagues naturally bring this skill to the workplace, it is a completely different story for the 45+ employees.

Knowing that adaptivity decreases over the years, we want to focus with our AQ45+ program on strengthening, making adaptive and increasing their engagement.

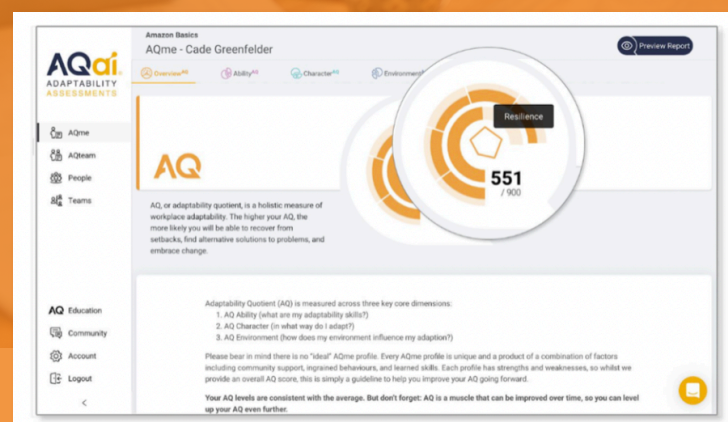
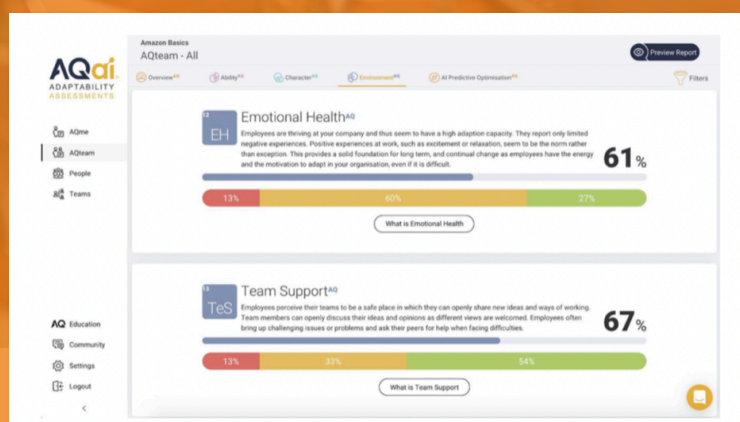
- Strengthen: by providing key insights (stress, resilience,...) and by discovering their personality traits under stress.
- Adaptability: by providing insight into their AQ, and how to increase their adaptivity as well as by further individual coaching.
- Engagement: by focusing on their contribution to the organisation and/or taking the initiative to adapt their role.



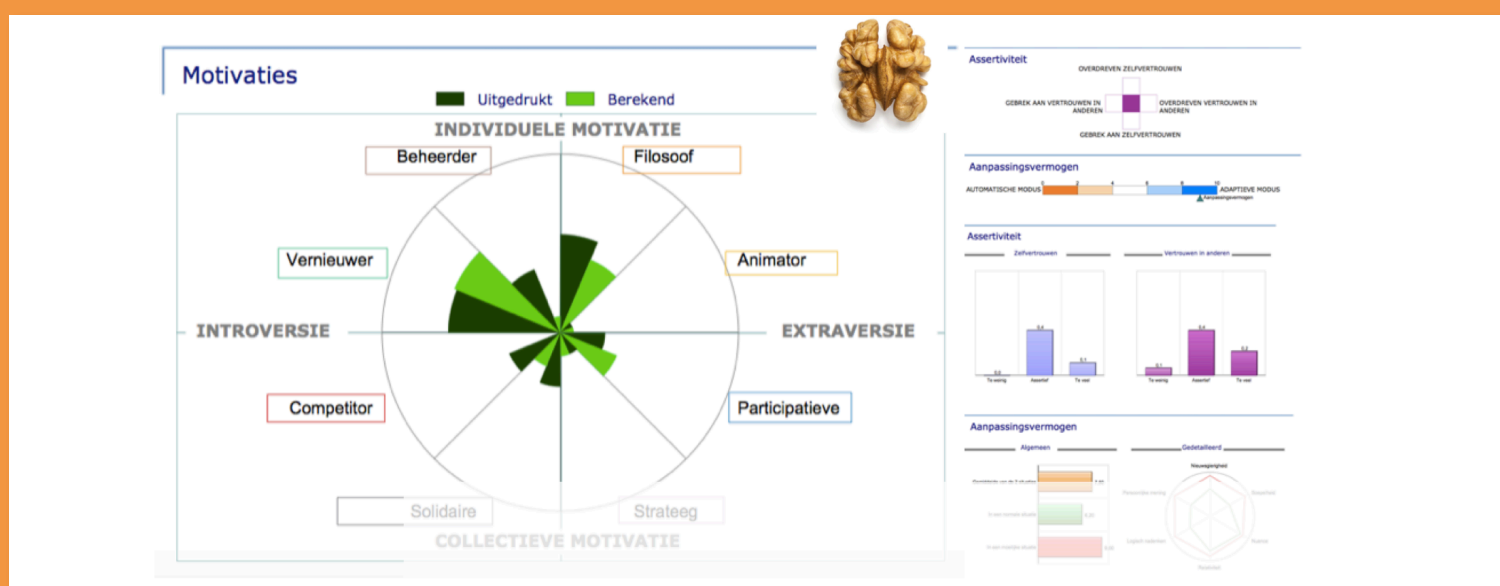
How: Me track

After a exploration of the complexity of the work environment of this group of employees, we explore the following themes:

- Personal adaptability: with the help of our unique AQ Assessment, each participant gets individual feedback and insights in different areas of AQ. Furthermore, a toolbox will be unlocked so that they can start improving these areas immediately and independently.



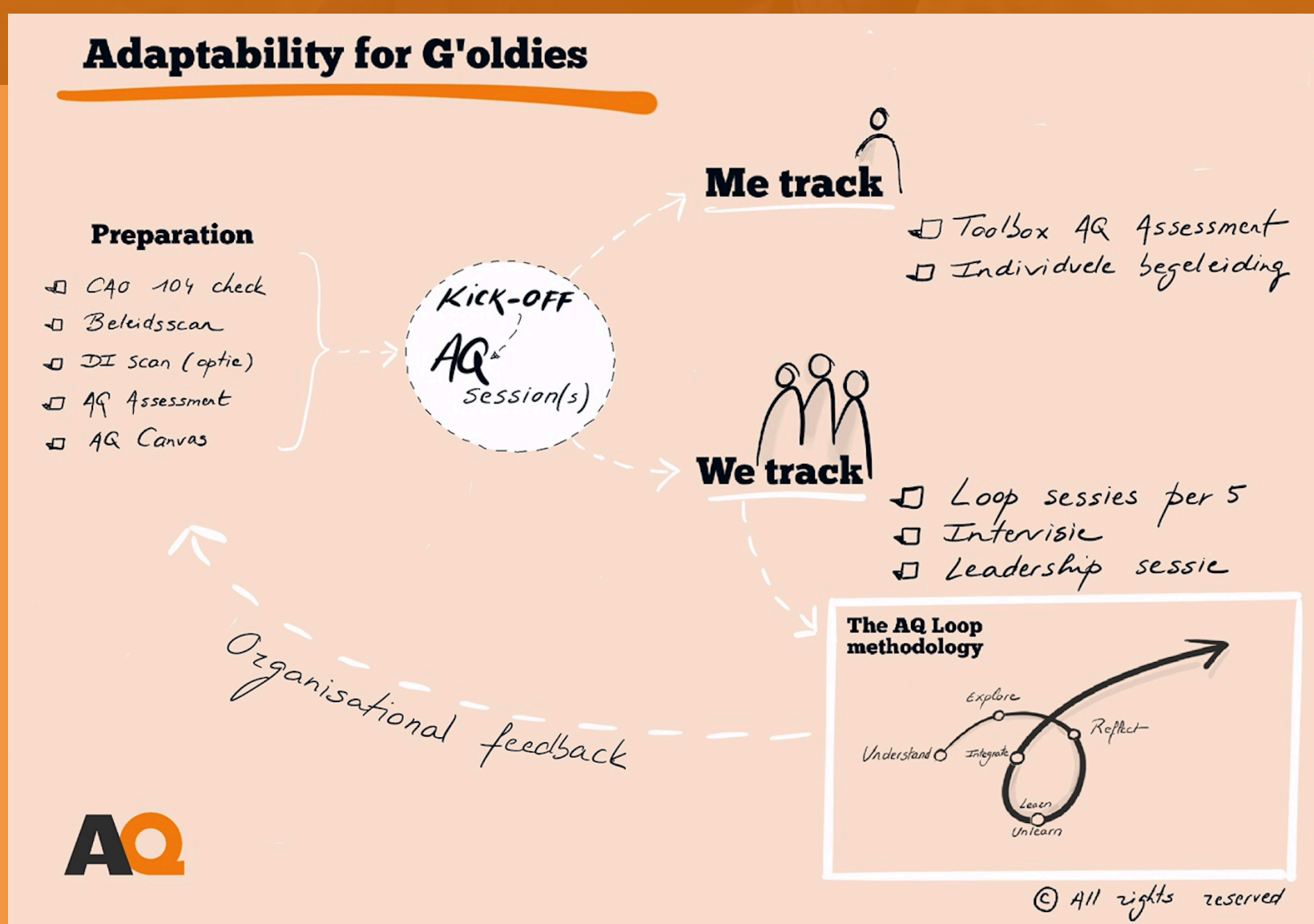
- Dealing with pressure: our business environment is getting busier and busier. Learning to deal with this and understanding our response to pressure is a foundation for better coping with these changes. Insights on how we do this are provided by the neuro-cognitive VIP2a personality inventory (INC Paris).



How: We track

In addition to this individual approach (Me track), we also explore common themes with the group (We track). In consultation with the participants, their priorities are determined one by one and explored by using our unique Loop methodology. Finally, we provide the necessary feedback to the organisation so that the output of this guidance can be integrated fully.

Overview of our approach for the G'Oldies:



AQ brigadiers

Our AQ brigadiers have the experience to work with teams and leaders to increase the ability of each individual and the team. One of these brigadiers, or a duo, can facilitate you from A to Z.



Tim Vermeine

Co-founder
AQ Brigade and co-
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living lighter, working
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De AQ topics are subsidised by the KMO portefeuille as well as the werkbaarheidscheques.

More info about our offering:
<https://en.adaptieveintelligentie.be/contact>



www.adaptieveintelligentie.be