

**Areas of expertise:**

- High Performance Development
- Results-oriented Leadership
- Building a Culture of Accountability
- Large-scale Change Management

**Languages:**

- Dutch
- English

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Frans is described by his clients as 'results oriented, passionate and a fast thinker'. He offers 20 years of experience as a leadership development specialist and has a passion for linking the talents of people to the results of his client organisations.

Based on a highly effective methodology called Managerial Moment of Truth, Frans has developed a comprehensive series of modules that provide leaders with a systematic and transformational approach to performance improvement.

The programme, which can be spread out over six months, includes skill-based workshops, individual coaching and on-the-job training, and is proven to have increased productivity by as much as 40% in one client organisation in the first year. Individual benefits include a higher level of employee engagement and productivity, resulting in an increase in bottom line results for the organisation.

Frans' focus on helping leaders drive higher performance is key to today's business climate. As more organizations recognise the importance of human capital to the bottom line, identifying the strategies that most improve individual performance is a significant source of competitive advantage. Managers can most effectively drive employee performance by providing solutions to day-to-day challenges. Providing employees with informed, positive, fair, accurate and detailed feedback is critical, and the Managerial Moment of Truth methodology provides the tools and techniques needed for leaders to deliver visible results through their employees.

An additional spin-off of the programme is that it supports the building of a culture of accountability and learning.

Frans' professional career has taken him to Europe, North America and Asia, working for both large corporate clients as well as government entities.

He owned and led a mid-sized consulting and training firm based in Rotterdam, the Netherlands for ten years, and then became Commercial Director for one of the larger training institutes in the Netherlands.

In a previous role as managing consultant, Frans developed and supported a group of consultants in large-scale change management and leadership development projects.

Frans has a Master's degree in Organisational Psychology from Leiden University, the Netherlands.