



## MARIANNE KLERCKE

### Career Mentor

Enables skilled specialists, generalists and leaders to zoom in on exactly what they're good and how to leverage those talents in their work life.

Marianne focus on both teams and individuals who want to understand what drives them, what energizes them and what they excel in - and how to do much more of it.

Marianne has the ability to ignite the talents of others. She has 15 years experience with talent development, career mentoring and recruitment from both corporate and start-up companies.

## DO MORE OF WHAT YOU LIKE - NOT JUST WHAT YOU ARE PRAISED FOR

Did you know that less than 20 % of us use our top-talents in the majority of our work? The talents that give us energy and make us significantly more effective. Many of us are a little too good at adapting instead of focusing on exactly how we uniquely contribute with our talents. Resulting in loss of energy and lack of efficiency. If the talents we are recognized for aren't the ones we really get energy from, then it takes courage to move our focus to what we actually thrive on. And it requires that we know what our talents are. A talent feedback session on the basis of your talent profile will uncover this.

### DISCOVER YOUR GENIUS ZONE

With 1:1 mentoring sessions you will take it to the next level by discovering your sweet spot - your 'genius zone' - Where you have both talent, professional competency and passion. Here you can work at a very high level and at the same time get energy. What really makes an impact is taking action on your insights, hence action plan and follow-up are always a part of Marianne's mentoring. As well as always focusing on your actual situation and challenges.

### YOUR TEAM HAS POTENTIAL FOR MORE

Do you have a new team? A team with corporation difficulties? Or just a team that can benefit from learning more about each other's strengths? A team workshop provides insights to the team members' own and each others's talents and how to leverage these. This is an impactful lever for both team work and efficiency. As a leader, you get access to insights that can be a real game changer.

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*Do you know exactly when you are most happy in your work?*

*Most of us are a bit too good at adapting to the expectations of others and their view on us. We miss out on using ourselves in what we are naturally excelling at and getting energy from. But you can learn - and teach others - exactly what YOU are brilliant at.*