



# Stéfan Huyveneers

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Nationality: Dutch

Current Location: The Hague, Netherlands

Program Participant: January 2017 - June 2018



## Main leadership challenge at the outset:

- Moving from an informal to a formal leadership role
- Going through a challenging organizational change with my team
- Difficulties in adapting to different personalities and behavioral styles
- Desire to increase effective stakeholder management skills



## Key learnings during the program:

- How to manage myself effectively – not only my time but also my energy
- How to be politically savvy and manage various stakeholders
- Understanding team dynamics
- Catering to diverse communication preferences



## My program highlights:

- Deep impact thanks to focus on the human aspect of leadership
- The right program at the right time to help me lead teams effectively
- A toolbox of methods that I am applying on a daily basis now



## Personal Impact:

- Personal growth: I understand myself much better as a person and as a leader, I am more self-aware and adaptable
- Finding my personal leadership style: I am more open, people focused and believe in empowerment
- It is easier for me to connect with people across teams and departments



## Business impact:

- Stakeholder Management: I am more politically savvy
- Personal Management: I am more effective and resilient
- My change as a leader has a positive influence on the organization's culture

»I was in a leadership program before which focused more on business skills. This GAIA Insights journey had a much deeper impact because of the length of the experience, the small number of participants (20) and the impact that it had on me as a person. It is not only about gaining knowledge like an MBA, you actually learn for life and for your long-term career.«

