



## **Easy Dolphin. Like a fish in water....**

Dolphins are very intelligent and social animals. They move fast and flexible in water and hear and see excellently. They dispose of sonar, with which they determine where fish or objects are located. Leadership is, just like swimming for dolphins, a seemingly effortless process. As the leader you are alert to what is happening in your organization and you react fast and flexible.

Unfortunately reality does not always mirror the ideal. That is why I founded Easy Dolphin Network. We coach managers in the business and non-profit sector who feel they have to continuously swim up-stream and do not achieve their chosen goals. Easy Dolphin is a keen observer: where are blockades located, which talents are unused? The result of such a coaching process is that the manager once again moves flexibly in the organization and dares to go ahead.

My background: I am **Han de Ronde** (1951) and have worked for Philips as leader of business units and commercial organizations based in Asia and Europe, and for the Taiwanese multinational Delta Electronics as European sales director. In these functions I gained international management experience. I am used to working with people from other, in particular Asian, cultures. I have learned to appreciate flexibility in organizations, to be a good and active listener, to adapt to being your sparring partner and to value situations and basic leadership characteristics. I am a natural coach and I believe in the talents of people. Through courses resulting in certification, through personal coaching and by learning by doing I have grounded my natural ability in professional knowledge and experience. During coaching I use my common sense and my clear intuition. The right questions lead you to your right answers. Coaching is characterized by Asking questions, Listening and Motivating.

The process of coaching comprises of the following elements:

- In an intake interview the questions of the client are inventoried. Based on this analysis goals are formulated for the coaching process.
- The coaching process is spread over about four months, during which we will have 4 to 6 face-to-face sessions, which take place with intervals of about three weeks. Additional communication is done by telephone and email.
- The client will receive result oriented assignments, which support the development of his/her personal skills. In each following session the developments are evaluated and built upon.
- When necessary, assessment tools will be deployed to support the client's perception of his own unique qualities.

We like to invite you to call to get to know each other and prepare an offer for you.

Easy Dolphin enables you to smoothly move forward in flow, not like a fish out of water.....

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