



The second part of the Damen Leadership Development (DLD) training held on 27-28 of May 2025 for MDEM Intl. managers was named “Delegation & Coaching” and leaded by the famous trainer Claus Neeleman. Psychologist as a background, Claus is experienced in training teams and sales of the various companies, specializing in leadership, self-management and stress management. So he used his skills in assessment qualities of people even applying actor experience not only to give knowledge but to adjust it making the training as flexible as possible. Actually, the training did not stick to the program and it was full of exercises, cases and even personal coaching when investigating the tough situations mostly taken from the real life.

What it was about? Mostly it was about the coaching and delegation, but not in the way we've got used to it - the coaching styles depended on the maturity of the coachee, the delegation was overviewed more as an insight and identification of the roles in the life. The managers also tried themselves the influencing skills and the situational leadership, prepared the interview with the team members, discussed the motivation,

analyzed their teams, etc... and with the one goal to create the strong and sustainable team. Coaching and supporting but not giving instructions was one of the main essentials that MDEM Intl. managers may consider creating relationships with their teams.

Besides, it was for the second time for our company, when 14 managers from three locations including the

managing director spend two full days together for the synergy in getting the new knowledge and building the great team ready to face any challenges. Having got the new tooling our managers will continue to develop their teams making them strong and effective, creative and flexible that is extremely important in the current competitive environment! <<

