

Your Career in Control (YCIC)

Potential program for young professionals

Program and target group

Your Career in Control meets the development needs of potentials in logistics, supply chain and the manufacturing industry. The program is designed for a target group with a higher vocational or university level working in one of these industries.

During one year the participants join several training and intervision sessions and they are intensively coached in the field of soft skills. The program includes training in communication, influencing skills, leadership, time management, finance and project management. Participants are coached in their personal development by a company coach and a trainer/coach from VIA Academy. Furthermore, we cooperate with interesting guest speakers.

To support the participant during his development, the program starts with an assessment. This instrument gives a clear insight into the qualities, drives and preferred roles of the participant.

The trainer/coach of VIA Academy takes care of the coordination and content of the program. She also supports and guides the group and the company coaches during the program. Two groups start each year, in the spring and in the fall.

VIA Academy has its own digital learning environment for its participants in the program. In this we offer content in the form of documents and videos in an orderly manner. This environment is also used for submitting preparation assignments. The content is available anytime and anywhere.

Program structure

The program lasts for 12 months. The schedule below provides an overview of the build-up.

- *Training (7x)*
The trainings are mainly focused on personal development of soft skills.
- *Company visits and intervision (2x)*
Intervision sessions are linked to a company visit at one of the participating companies. Participants are responsible for the organization of this day.

During the intervision, participants bring in their own practical cases and give each other feedback and advice. The objective is to learn from each other and gain experience in giving and receiving feedback.
- *Individual coaching and interviews (4x)*
Each participant will have 4 conversations with the trainer/coach of VIA. An intake interview where the personal learning goals for the coming year and the results of the assessment are discussed. Two coach interviews for additional guidance and a final interview to conclude the program.

In addition, participants are guided by a business coach of their own choosing. Together they agree on the guidance during the program.

Below is a brief outline of the planning and design of the process.

- Month 1 Introduction meeting participants
- Month 1 Personal intake meeting (participant and VIA)
- Month 1 Information meeting business coaches
- Month 2 Training Self insight and ownership
- Month 3 Training Effective Communication
- Month 4 Training Effective Influencing (including guest speaker)
- Month 5 Company visit and intervision
- Month 6 Individual coaching (participant, VIA and possibly company coach)
- Month 6 Time management training
- Month 7 Practical leadership and coaching training (including guest speaker)
- Month 8 Training Project Management
- Month 9 Company visit and intervision
- Month 10 Individual coaching (participant, VIA and possibly company coach)
- Month 11 Finance training
- Month 12 Final interview (participant, VIA and possibly company coach)
- Month 12 Certificate presentation

Explanation of the program

Assessment (Potential Profile)

Two questionnaires are used: a personality measurement and a motivation test. The Potential Profile is also expanded with the Learning Agility scores. Together, these results provide concrete answers to the following questions.

- What are the participant's strongest competencies?
- What drives does he or she possess?
- Which preferred roles fit the participant best?
- Learning agility and learning style preference

Introduction meeting

- Introducing participants
- Understanding and information about the program
- The start of the program and assessment
- Explanation digital learning environment
- Distribution of documentation

Information meeting business coaches

- Introduction to business coaches
- Program content
- Expectations and the role of the business coach
- Practical tips for the coach
- Coaching tools

Self-insight and ownership training (1 day)

- Reference Framework
- Positive psychology
- Values and beliefs
- Fixed versus growth mindset
- Core qualities and core quadrants
- Circle of influence and commitment

Training Effective Communication (1 day)

- Verbal and non-verbal communication
- Listening, summarizing and questioning
- Giving feedback
- Bad news
- Dealing with emotions

Training Effective Influencing (1 day)

- Personality types
- Recognizing and influencing behavior
- Dealing with interests
- Communicating on a content and relationship level
- Guest speaker

Training Timemanagement and Outlook (1 day)

- Productivity
- Planning and controlling your day
- Task management, getting things done
- Attention and focus
- Outlook

Training Leadership and coaching (1 day)

- Role Awareness
- Situational leadership
- Style flexibility and task maturity
- Guest speaker
- Coaching skills

Project-based work training (1 day)

- Characteristics of project-based working
- Project definition
- Project proposal and plan
- Phasing, planning and decision moments
- The project group
- Control, steering, progress and lead time
- Reporting
- Collaboration

Training Finance for non-financials (1 day)

- Financial principles
- Profit and loss account
- Balance sheet
- Cash flow statement
- Investments

Investment and information

- Trainings take place in Venlo on weekdays, from 09:00 to 17:00.
- Prior to the trainings we work with preparation assignments.
- Documentation and handouts are provided by VIA Academy.
- Development can be tracked through a reflection report.
- In the trainings and workshops there is plenty of room for knowledge sharing and interaction.
- For participation in the program we ask an investment of € 5,950, -.

About VIA Academy Professionals

VIA Academy provides training, assessments and coaching. VIA Academy is part of VIA Logistics Professionals who focus on recruitment & selection, secondment and interim management in logistics and supply chain management positions.

Is this program perhaps of interest to you or one of your employees? Feel free to contact us for more information or an informal conversation.

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