

Getting to know... **Jocelyn Rebbens**

**How did you end up at Venturn?**

A couple of years ago I met with the management of Venturn. Based on my training and coaching experience and my background as an economic psychologist, they invited me to cooperate with them in the process of redesigning some of the VYP training days. Which I did. I designed new programmes for Personal Branding, Personal Empowerment & Leadership and Effective Communication.

**Tell me about a project or accomplishment that you consider to be the most significant in your career.**

The most significant one was starting my own business 11 years ago. Having the guts to quit my great job as a Management Development consultant at Winner (training agency for real life leadership), taking some time off during a sabbatical and starting from scratch as a coach, trainer and consultant. And of course I was very happy to win the NIMA award for highest evaluated trainer twice (2016 & 2017)!

**What do you like best about working with young professionals?**

Their eagerness to learn! And I love to learn from their perspective to the world, the interesting discussions, new techniques and their ideas about work. I work for different kind of professionals, managers and directors. The young professionals inspire me as well and give me lots of energy. And from my point of view, business and life experience, I can add a lot of value to their development and needs. So I am very dedicated to this VYP programme.

**What advice would you give to the leaders of today for how to manage the leaders of tomorrow?**

Encourage and empower your team and direct reports. Give them your trust, invite them to think freely and ask them for personal feedback. Make sure you're an inspirational guide. With clear expectations. Because some of them are lost in all the opportunities they have nowadays.



*“You can’t achieve things in one attempt. You have to learn from your mistakes, failures and pitfalls.”*

The leaders of tomorrow are thinking different about careers and their fulfilment in life. They don't choose a lifelong career in 1 department or company; they want to grow from different perspectives in life, businesswise and personally.

**What do you find most challenging about your current project?**

The VYP programme is a 18 months cycle of development. Since I am not the only trainer I am not seeing the young professionals on a monthly base. My training days are divided in this curriculum. Sometimes there is a gap of 4 months. Some crucial choices for new job assignments have to be made in my period of absence. I know that sometimes the VYP's could use some strategic advice or more coaching on the job.

### **Who is your role model, and why?**

My grandmother. Unfortunately she passed away 33 years ago. I am one of the oldest grandchildren and spent a lot of time with her. Although my grandfather was the entrepreneur, she taught me some valuable lessons in life, without lecturing me or perhaps knowing she did... One important lesson is about persistence and resilience.

I was a young athlete and I asked her for spikes (running shoes) to improve my speed. Because she had more grandchildren, she suggested that I helped her out with small things and I could earn the money step by step. I loved helping her out because she was already ill, loved talking to her and at the same time, my spikes became a realistic goal. A year after I bought the spikes, I quit athletics and unfortunately my grandmother passed away...

You can't achieve things in one attempt. You have to learn from your mistakes, failures and pitfalls. And try again. Until you achieve what you are aiming for. Don't be afraid to make a mistake... And the second lesson is: enjoying this journey at the same time. It's not about the purpose or goal alone; it's also about paying attention to your environment, building fantastic memories together and meeting people on your way to your destination. As Maya Angelou quoted once: *"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."*