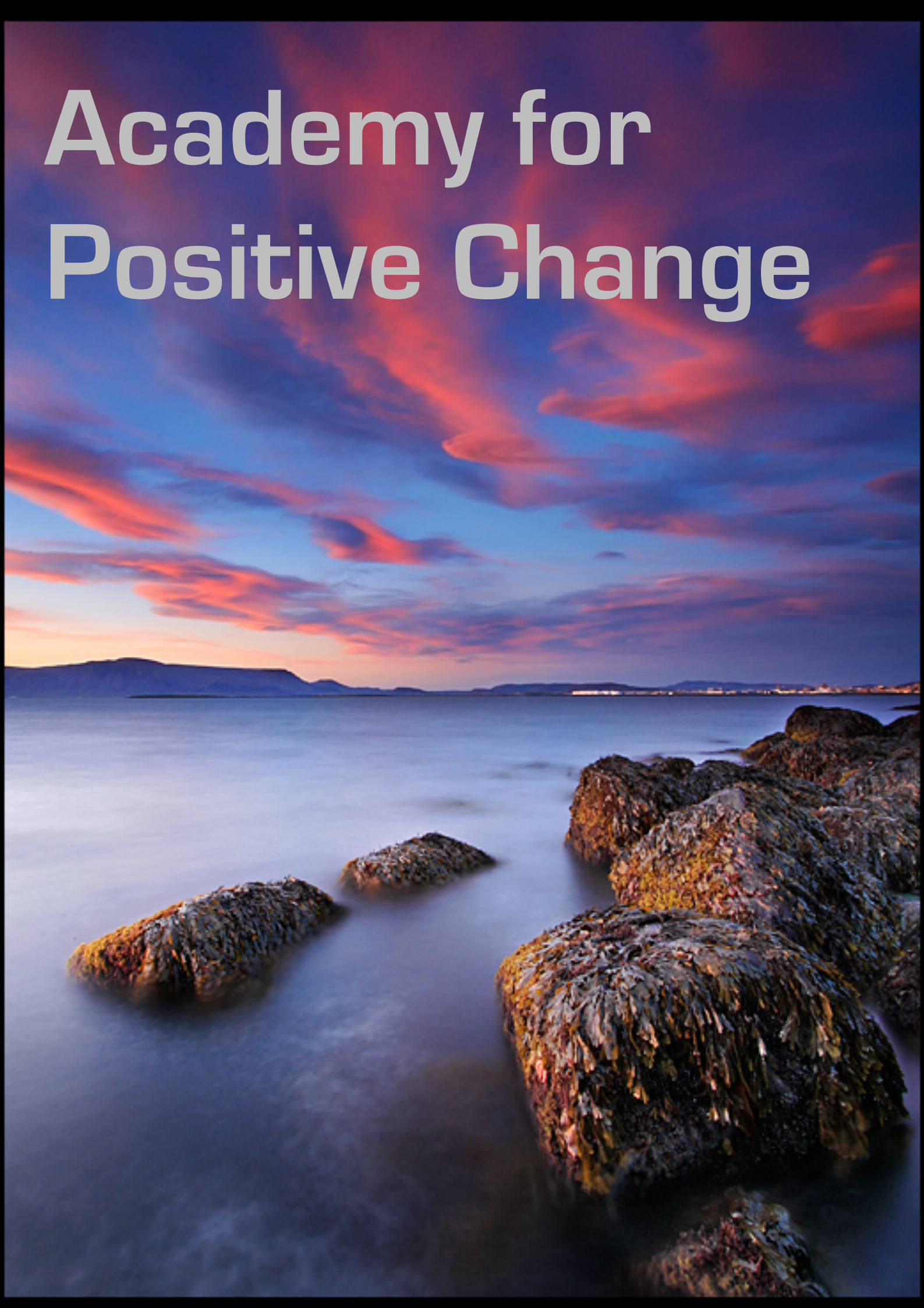


# Academy for Positive Change



## Specialties

**Positive Change management** – a positive, systemic approach to transitioning individuals, teams, and organizations to a desired future state; aligns changes with other strategies, processes and initiatives; change that makes sense.

**Leadership Development** – getting the best contribution from the leaders and employees you have; creating alignment between values and strategy; building trust; respecting diversity; engage in meaningful conversations about shared experiences within the workplace.

**Emotional Intelligence** - develop the self awareness and strengths of the individuals, building a personal vision and help develop others.

**Appreciative inquiry** - a revolutionary process for high engagement positive change; focusing on core strengths and leveraging them to reshape the future both for the organisations and the individuals.

**High performance teams** - incorporates coaching as a way of empowering staff, improving productivity and resolving conflict in the workplace. The focus is on communication, listening and successful dialogue techniques in creating agreed outcomes. We use the Lumina Spark tool to clarify and develop individuals and teams.

## THE choice for

**Organisations** who want to:

- develop their leaders
- create positive change management

**Leaders** who want to:

- build their leadership intelligence
- craft their own personal vision
- foster productivity and true collaboration
- improve decisionmaking and communication skills to energize how things get done

**Individuals** who want to:

- build on their talents and abilities
- become clear on where they are now and where they truly want to be



**Romi Royé** is an energetic, experienced business leader with over 15 years experience in change management, people development and process improvement in service industries, consultancy and shipping industries.

Her specialty is leadership development, positive change and emotional intelligence.

### **Qualifications:**

Master of Business Administration  
Master in International Law  
Bachelor of Arts  
Certificate for Emotional Intelligence and Appreciative Inquiry  
Licensed Lumina Spark affiliate  
Licensed Six Thinking Hats trainer

### **A selection of recent projects:**

Shipping company: develop leaders in process excellence and change;  
Big telecom company: develop leaders in change management and individual strengths;

Watermanagement company: establish a culture change from reactive to proactive planning systems;  
Homecare: set up of a new division, getting people to see the need for change and adopt it;

Global insurance company: improve human performance by developing leaders on how to work with high performing teams.