Together with other partners, you will receive intensive coaching over a 6-month period. The Top Performer Program has already proven its effectiveness at EY over the past few years. Here are some of the facts:

- 85% of program participants have improved their overall fitness.
- 51% of participants have improved their ability to concentrate on their work.
- 75% of participants have improved their stamina.
- 45% of participants score better on vitality.
- 63% of participants experience an enhanced work/life balance.

Increased performance

“Lasting, high-quality employee performance demands not only high intelligence, but also a strong physical condition and well-developed social skills. To get into the best possible shape physically, intellectually and emotionally, employees must learn what top athletes already know, which is that “recovery and recuperation are just as important as using our energy.” (Gonnissen and Goudsmet, 2010).

In top-class sports, it is normal to perform under extreme conditions. With the aid of their trainers or coaches, top athletes know how to manage themselves like no other to achieve the best possible performance. The message sent by top-class sports is not to work less hard, but to manage your energy in a smarter, more focused way. In both the long and the short term, self management is a decisive factor in all this, as the problem is not so much that we do not know what we must do, but that we do not do what we know.

Management is top-class sports

As a partner, you spend most of your time communicating and solving problems. This requires a combination of good memory, intelligence, analytical skills, language skills and focus. Neuroscientists use the term “executive functions” to refer to these types of brain functions. If you rely on such functions a lot, there’s a risk of becoming weary, stressed or even burned out. Consequently, health and vitality are crucial in keeping the executive functions at the required levels, so that you can continue to achieve a top-class performance.
“Manage your energy, not your time!” Mentally Fit

After receipt of the kick-off package, you will be sent an email containing a link to the health guard site. This is where you should complete a questionnaire in preparation for the intake.

Receipt of kick-off package → Intake/baseline assessment by performance buddy → “Corporate Athlete” Training day I → “Corporate Athlete” Training day II → Reassessment by performance buddy

The following elements will be addressed during the intake/baseline assessment:

- Height and weight
- Blood pressure and strength
- Fat percentage
- Suppleness
- Lipid profile (cholesterol)
- Glucose
- Stamina
- HRV (stress assessment)
- Personal lifestyle plan
- Results of questionnaires

A personal follow-up budget will be available for each participant. Where applicable, the budget may be spent on personal (physical or mental) training, nutrition, sports and/or weight control advice.

About six weeks after the second training day, an individual reassessment will be made, comprising the same elements as the baseline assessment. In addition, the same advice will apply.

Intake/baseline assessment
The program will start with a baseline assessment. In preparation for the intake interview with your performance buddy, you will be asked to complete a few questionnaires, which comprise validated tests that establish your energy and stress levels. The results of the questionnaires will lead to a performance index. Every participant will be given a baseline assessment, which will form the starting point for setting your personal goals.

Two training days
Koen Gonnissen, former coach of the Belgian Davis Cup team and author of the book entitled “Corporate Athlete”, will provide two training days. During those training days, we will address the scientific idea that a person’s “batteries” consist of three component parts, i.e. a physical, a mental and an emotional component. You will learn to detect your key energy leaks, as well as learning how to stop them. Finally, we will look at ways to recover efficiently following pressure. In addition to transferring knowledge, as well as activating and relaxing elements, the program contains social elements.

Reassessment
You will be reassessed six months after the intake and baseline assessment. The reassessment will be consistent with the baseline assessment and provide an idea of the extent to which you have reached your goals. The program will end after the reassessment. However, the Top Performer Program will not stop there for its participants. As a result of the program, you will be better able to manage your own “batteries”, which will result in living and working in a more sustainable and responsible way. The power of the Top Performer Program is in changing behaviour and circumstances that affect health, work load acceptance and energy management.

Individual follow-up
An individual follow-up budget will be available for each program participant. Where applicable, the budget may be used for specific individual support in the field of the participant’s physical and/or mental constitution, nutrition, exercise, sleep, relaxation and/or weight control.

Should you be interested in participating in the Top Performer Program or require additional information, feel free to contact Talent Development

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