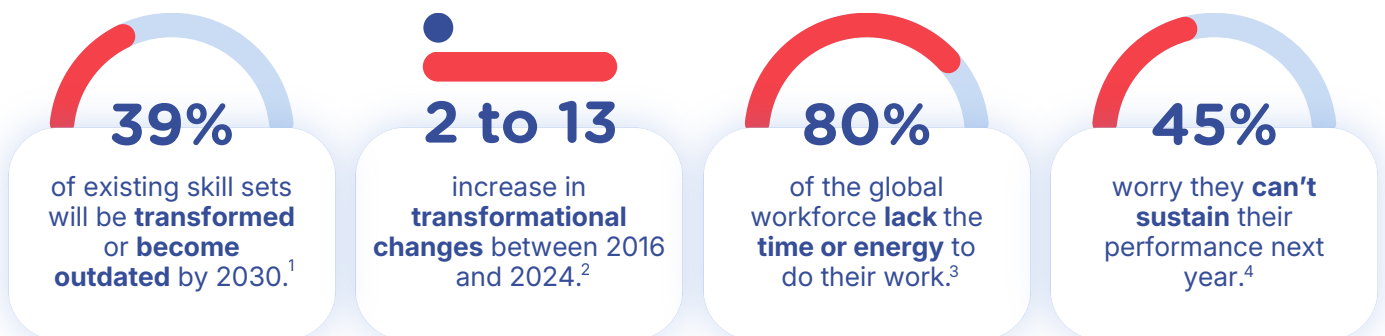


Proven Behaviour Change Programmes Based on the Latest Science



Building the skills to sustain performance, energy and resilience in a world of cognitive overload.

Most organisations don't have a motivation problem. They have an energy problem. Digital transformation, constant change, and rising expectations are draining people faster than organisations can adapt.



[1] Future of Jobs report 2025 WEF. [2] Gartner research 2024. [3] Microsoft Work Trend Index Annual Report 2025. [4] Gartner research 2023.

We build the human foundation for a sustainable transformation.

Zest for Work redesigns how organisations generate energy, enabling teams to sustain performance, focus, clarity, and adaptability under continuous demand.



What Organisations Gain

Leaders who **recognise stress** signals **early** and **protect decision** quality, safety, and performance **under pressure**.

A **scalable capability** that strengthens sustainable execution, accelerates adoption of new ways of working, and supports retention through change.

A **shared language** for energy and resilience that makes healthy, high performance **repeatable across teams**.

Adaptive Leadership Journey

Driving healthy and effective transformations

Stepwise journey is designed to build leaders' capacity to remain calm and adaptive in a volatile world, while strengthening the leadership team to drive concrete transformation goals forward. Develops the human system that drives execution with measurable shifts in trust, alignment and adaptability.

Workshop Flow



This highly interactive programme will help leaders:

- ✓ Develop self-awareness and clarity on personal motivators, values and strengths.
- ✓ Learn to sustain energy, resilience, and adaptability under pressure to make better decisions and role model adaptive and sustainable performance behaviours.
- ✓ Create circles of trust with shared purpose and priorities, and drive sustainable ways of working where leaders ignite and support each other's growth.
- ✓ Implement change leadership operating systems that sustain resilience and adaptability at scale.



Delivery Format

Three-stage journey across 3 to 9 months, starting with a multi-day kick-off followed by a blended programme with tailored support.



Language

English and Dutch.



Audience

Senior leaders and leadership teams driving organisational transformation.



Journey

Immersive journey combining personal resilience building with leading organisational transformation as a team.



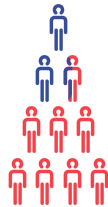
Industry leaders **collaborate with Zest** to build resilience.

\$2000 PP ROI

Our 1-Day **Behavioural Resilience** workshop has a proven impact on performance & retention.



13
global languages
programmes for
global teams.



77%
of participants
reported at least
1 positive behavior
change after 30 days
(most made more!).^[1]



3X more likely to stay
when employees have
sufficient energy.^[1]



Energised
managers
tend to lead more energised
and engaged teams.^[1]

[1] Case study: \$50B food and beverage manufacturer



You are in **good company!**

Tamara Hassan, Vice President, People & Organisation, Majid Al Futtaim, Asset Management business

Our leadership wellbeing programme with Zest for Work was a game-changer for us at MAF Properties. It equipped us with practical tools to better manage our energy and prioritise recovery, so we have more to give, both at work and at home. This also helped us role model the right leadership behaviours to promote wellbeing across our organisation. The experience also helped us build greater resilience as leaders, enabling us to navigate challenges with more clarity, composure, and purpose. It was an inspiring and timely reminder of the importance of investing in our own wellbeing to lead sustainably and effectively.



Read what they
say about us!



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