



# The Human Element Training Program

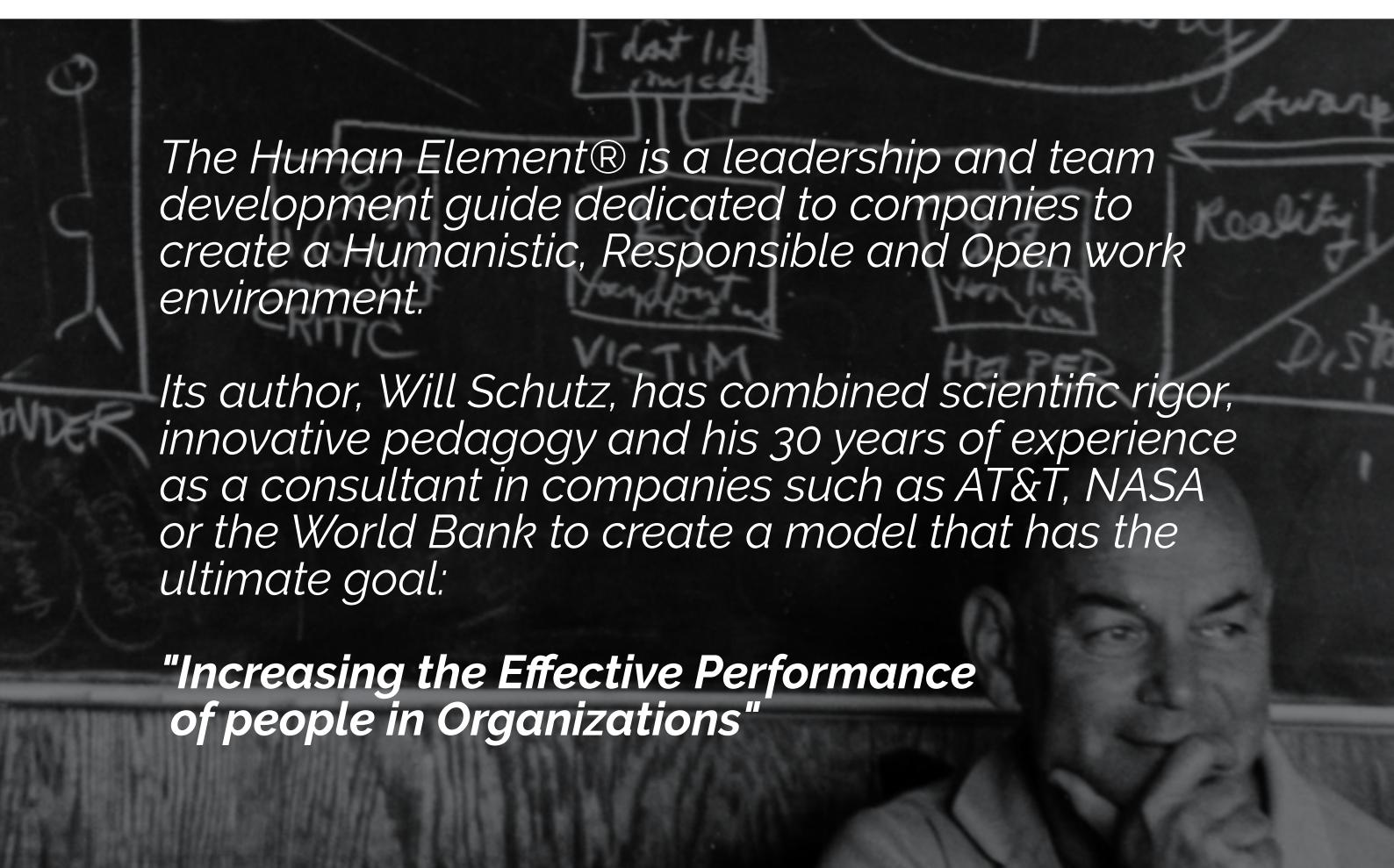
Facilitated by Laurence Medrjevezki (FR)  
& Lambert de Haas (NL)

Unlock deep self-awareness, emotional intelligence, and constructive collaboration.

## A Transformational Learning Journey in Two Parts.

The Human Element is an experiential approach to personal and organizational development. It increases openness, reduces unproductive behavior, and creates environments where people feel free to contribute their best. Through deep self-awareness, emotional intelligence, and constructive collaboration, participants learn how to build trust, resolve conflict, and work with greater ease and effectiveness.

This program is delivered in two modules, allowing participants to integrate learning over time and apply it directly to real work settings.



*The Human Element® is a leadership and team development guide dedicated to companies to create a Humanistic, Responsible and Open work environment.*

*Its author, Will Schutz, has combined scientific rigor, innovative pedagogy and his 30 years of experience as a consultant in companies such as AT&T, NASA or the World Bank to create a model that has the ultimate goal:*

***"Increasing the Effective Performance of people in Organizations"***

Authenticity  
allows you to create  
relationships

## Who should attend

Leaders, managers, HR professionals, internal consultants, coaches, and anyone committed to developing authentic and effective relationships in the workplace.

- For anyone who, as part of their function, is required to work with teams in complex environments: to support them in cultural and technological transformations: executives, HR directors, directors and project managers, managers, internal and firm consultants, team coaches.
- For people in technical and liberal professions: (eg. medical practices, law firms, accountants, technicians, software consultants, etc.) who are required to work in a multidisciplinary team when their studies did not prepare them for it.



## Facilitators

**Laurence** (France) Master Human Element practitioner, and **Lambert** (Netherlands) Senior Human Element practitioner, both with extensive experience in organizational development, coaching, and leadership facilitation across cultures and sectors.

Their collaborative approach ensures a supportive, engaging, and inspiring learning environment.



Laurence  
Medrjevezki



Lambert  
de Haas

**Focus:** Personal Awareness and Interpersonal Dynamics.

**Part 1:**  
**Cornerstone Program (4 Days)**

*In this foundational module, participants explore:*

- How self-esteem influences behavior and relationships
- Personal patterns and defensive reactions
- The dynamics of inclusion, control, and openness
- Tools for reducing interpersonal tension and conflict
- Skills to lead from authenticity and presence

*Through guided reflection, experiential activities, and honest conversation, participants develop a stronger, more grounded sense of self. This creates the basis for more collaborative and effective interactions with others.*

## Outcomes

Participants leave Part 1 with:

Increased emotional awareness and self-leadership

Greater openness, clarity, and personal accountability

A deeper understanding of how they impact others

Practical tools to build trust and improve communication

## **Program**

March 31st until  
April 3rd 2026

# **Program part 1**

**The next International Cornerstone Workshop is  
scheduled for 2026 from March 31st until April 3rd.**

## **Day 1**

08:30 - Arrival

Meet the other participants and trainers. Introduction,  
choice & openness.

Understanding your interpersonal behaviour.

18:00 - End of Day 1, group dinner

## **Day 2**

09:00 - Understanding your emotional world and self-image.

18:00 - End of Day 2, group dinner

## **Day 3**

09:00 - Methods to increase personal effectiveness.

Recognising and managing your (unconscious)  
defence mechanisms.

18:00 - End of Day 3, group dinner

## **Day 4**

09:00 - The essence of your effectiveness; creating your  
personal action plan.

17:00 - End of the workshop

During the program, lunch (4x), dinner (3x), breakfast  
(3x) and three overnight stays are  
arranged for all participants. **Experiencing the  
program together** is an essential part of the  
workshop.

**Focus:** Applying The Human Element to Teams and Organizations.

**Part 2:**

## Organizational Solutions (3 Days)

*This module translates personal insights into organizational results. Participants learn how to build environments where people feel safe to contribute, innovate, and take responsibility. Topics include:*

- **Authenticity in leadership:** Build trust by communicating authentically and addressing conflicts early.
- **High-performance team dynamics:** Balance personal autonomy with team responsibility in decision-making.
- **Team compatibility and functions:** Identify behavioral patterns to optimize team composition and collaboration.
- **Sustainable decision-making:** Transform fear-based reactions into conscious, relationship-strengthening choices.

## Outcomes

Participants are equipped to:

Design and lead more collaborative team processes

Actively shift group dynamics in a positive direction

Resolve tensions and build shared ownership

Strengthen culture through openness and accountability

## **Program**

April 22nd until  
April 24rd 2026

# **Program part 2**

**The next International Organizational Solutions Workshop Part 2, is scheduled for 2026 from April 22nd until April 24rd.**

## **Day 1**

08:30 – Arrival

Check-in and catch-up with participants and trainers. Discovering your authentic leadership style. Building trust through conscious communication.

18:00 - End of Day 1, group dinner

## **Day 2**

09:00 - Creating high-performance team dynamics and understanding behavioral compatibility. Balancing autonomy with shared responsibility. Organizing teams that leverage diverse strengths.

18:00 - End of Day 2, group dinner

## **Day 3**

09:00 - Sustainable decision-making and conflict resolution.

Transforming fear-driven patterns. Creating your team action plan.

17:00 - End of the workshop

During the program, lunch (3x), dinner (2x), breakfast (2x) and three overnight stays are arranged for all participants. **Experiencing the program together** is an essential part of the workshop.

**The location** is a high-quality venue set in the woods south of Eindhoven

# Location

The location and the group you are part of are an essential part of your overall experience. We also want you to feel as if you are on a pleasant and restorative retreat.

For that reason, we have selected a venue that offers:

- A natural environment (feel free to bring walking or sports clothing).
- Healthy, fresh and flavourful meals.
- Spaces that make it easy to connect with fellow participants.
- An atmosphere that allows you to withdraw and reflect whenever needed.
- Facilities that support you in fully focusing on the program.

*For the program, we will use a dedicated and quiet training room to ensure maximum focus and calm.*

## Kapellerput, Heeze (near Eindhoven)

Kapellerput is a high-quality venue set in the woods south of Eindhoven, where we have worked for many years with great satisfaction. The location offers comfortable rooms, excellent catering, and direct access to the forest for restorative breaks.



## Practical Information

# Investment

### The Human Element Full program – €2,450

- 7 day intensive training in two parts\*
- Minimum 6 and maximum 10 participants.
- Personal intake to define your development goals.
- Experienced and certified trainers.
- Official participant handbook and tools.
- Certificate of completion prerequisite to the Licensed Human Element Practitioner Program.
- Optional Post training Coaching sessions:  
For deeper and more integrated learning.

### Kapellerput Facilities – €1,489

Includes accommodation, overnight stay, breakfast, lunch, and dinner according to the program.  
So no surprises afterwards!\*

\*Price per participant  
Excluding 21% VAT.

## In short

 <b>Location:</b> Kapellerput Heeze, Netherlands	 <b>Language:</b> English
 <b>Dates:</b> Part 1: March 31st – April 3rd Part 2: April 22nd – April 24rd	 <b>Group size:</b> 8-10 participants
 <b>Total amount of days:</b> 7 days	 <b>Investment:</b> € 3939,- including facilities



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